

UK Gender Pay Report 2019: Screwfix Direct Limited



Screwfix is part of the Kingfisher Group and we are committed to being a fair and diverse employer. We welcome the greater transparency on this issue driven by the new gender pay regulations. We are focused on enabling all employees, regardless of gender, race, background or any other characteristics, to reach their full potential and believe that having a diverse workforce, with fair representation is strategically important and generates value

for all our stakeholders. We are continuing to make progress and have included some of our current and future initiatives below.

This report sets out our gender pay report for Screwfix for 2019, prepared in line with the UK Government's methodology. In addition to setting out the key gender pay figures this report provides context as to the significance of the figures and the actions we are taking to improve them.

The table below shows Screwfix's median and mean hourly gender pay gap (as at 5th April 2019) and bonus gap (for the 12 months to 5th April 2019).

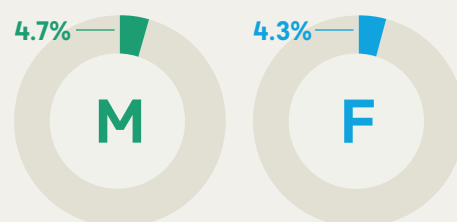
Bonus and pay gap	Median	Mean
Hourly pay	1.5%	6.8%
Bonus	0.0%	41.9%

The above figures show the difference between average hourly and bonus pay levels for women at Screwfix compared to men. For the pay gaps, a positive % indicates the extent to which women earn, on average, less per hour and a negative % indicates how much women earn more per hour than their male counterparts. The calculations above include all elements of pay as defined in the regulations. The mean pay and bonus figures are affected by the higher pay for our senior management, many of whom are male.

The median gap reduces the impact of this and is therefore much lower at 1.5% and considerably below the national average and lower than last year.

Proportion of employees receiving a bonus:

This diagram shows that broadly the same proportion of men and women received a bonus.

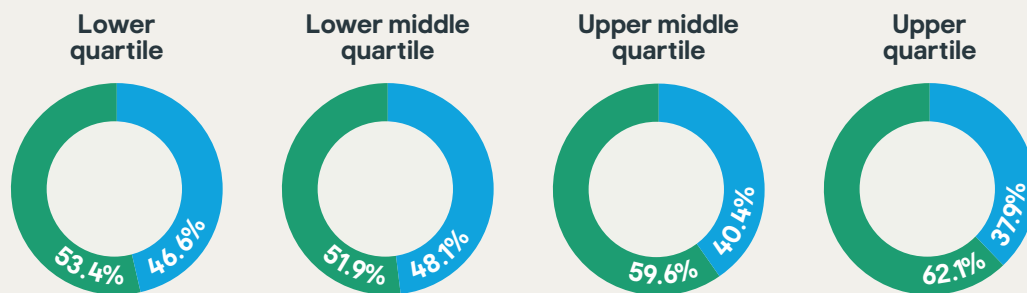


In 2019, Screwfix moved the Annual Company Bonus payment date, so the proportion of employees receiving a bonus in the 12 months to 5th April 2019 significantly reduced vs. last year. The mean bonus gap of 41.9% is due to the fact that only a small proportion of individuals are eligible to receive a bonus, as shown above, and therefore outliers have a greater impact on the numbers. Bonuses paid to junior support staff (primarily female) have a downward impact on the average female bonus which leads to the higher gap shown above.

Pay quartiles:

These charts show the proportion of males and females across Screwfix in four equally sized groups, sorted by level of pay.

M Male **F** Female



This analysis shows that our gender pay gap is driven by a lower level of female representation in senior roles within the Company.

Our planned approach to improve our gender pay gap

As outlined in previous years, we have taken several steps already to address the diversity of our workforce. As part of our efforts, we are continuing to:

- Review our recruitment processes and colleague experience to promote inclusive hiring practices;
- Look at more than just gender. We are working to ensure we have fair representation across different ethnicities and other characteristics;
- Raise the profile of diversity and inclusivity with our leadership and colleagues including incorporating additional metrics into the annual bonus.

Across our business we have robust and strong reward processes, maintaining these will support us in ensuring we are fair to all.

Kingfisher is committed to fairness across all aspects of our business. We also review the gender pay gap using a simplified methodology across all our geographies, and this data is used across the business when reviewing pay to ensure our reward is fair for all of our colleagues (i.e. not just those covered by the reporting regulation in the UK).

Kingfisher and Screwfix continue to review and develop our approach to achieving our diversity goals. It is a key priority for us that our colleagues have a good experience working at Kingfisher and we have a number of initiatives to improve how we hire people and how they can progress in their career at Kingfisher. These include the rollout of our Licence to Hire training, reviewing our family friendly and flexible working policies, establishing networks across the Group to support diversity and inclusivity, and we have rolled out talent programs across the Group to help leaders understand the importance and benefits of building inclusive teams.

The information contained herein is confirmed as accurate by Bernard Bot, Chief Financial Officer, Kingfisher plc.