



Gender Pay Gap Report 2021

September 2021

Introduction

At Victorian Plumbing we are committed to continually evolving our business to ensure we become more inclusive in welcoming, and just as importantly retaining, a diverse workforce.

Diversity and Inclusion is a core part of our overall people and culture strategy and is now a key business priority that's supported by our Board. Diversity at Victorian Plumbing means respect for and appreciation of differences in: sex, gender identity, age, sexual orientation, disability, race and ethnic origin, religion and faith, marital status, social, educational background and ways of thinking.

We believe that inclusion is a state of being valued, respected and supported for who you are - we want people to be able to be their 'true' selves at work.

Our Gender Pay Gap reporting follows the Government's legislation covering those employees who identify as men or women. The Government's reporting guidelines do not address other gender definitions such as those who identify as non-binary which we feel is a shame and should be readdressed for future reporting.

Looking at this year's report, we have made progress across a number of areas but still have a number of areas in which we can substantially improve. Although a gender gap pay gap does still exist at Victorian Plumbing, we will continue to work hard to address the issues we believe are relevant to reduce this gap.

At a glance

What is the gender pay gap and why are we reporting this?

It's a legal requirement for all employers with 250 or more employees to calculate and publish their gender pay and gender bonus gaps as they are on 5 April each year.

The gender pay gap is the measure of the difference between the average pay for all women in the Company compared to all men. It's a snapshot based on employees and it is calculated using specific and detailed rules as set out in the legislation. It's important to note that gender pay gap does not show differences in rate of pay for comparable jobs. The calculations are an average for all women and men employed by the business, regardless of job role. We are confident that there are no inequalities of pay for comparable roles within Victorian Plumbing.

What is Victorian Plumbing's gender pay gap?

All of our Group's employees are employed by Victorian Plumbing Limited. As such, it is the only company within the Victorian Plumbing group that has more than 250 employees. The figures set out have been calculated using the mechanisms that are set out in the gender pay gap reporting legislation.

Hourly pay gaps between men and women

	2021	2020	Variance
Mean hourly pay gap	13.7%	11.2%	2.5%
Median hourly pay gap	3.7%	3.7%	-



A **mean gap** is the calculation of the average hourly pay or bonus of a man in our company versus the average hourly pay of a woman, including all relevant additional payments and regardless of what they do. A **median gap** is the calculation of the exact mid-point between the lowest and highest paid man versus the equivalent woman.

Salary quartiles

	% Women		% Men	
	2021	2020	2021	2020
Lower quartile	47.1%	43.5%	52.9%	56.5%
Lower middle quartile	15.4%	17.4%	84.6%	82.6%
Upper middle quartile	27.9%	15.2%	72.1%	84.8%
Upper quartile	14.4%	11.1%	85.6%	88.9%



Quartiles are calculated by ranking the pay for each of our employees from lowest to highest. This list is then divided into four equal sized groups of men and women. In our table it shows the percentage of men and women in each of these groups.

Proportion of men and women receiving a bonus

	% Women		% Men	
	2021	2020	2021	2020
Percentage of men and women receiving a bonus	54.0%	58.5%	72.3%	76.6%

Bonus pay gaps between men and women

	2021	2020	Variance
Mean bonus pay gap	10.5%	29.1%	(18.6%)
Median bonus pay gap	16.7%	50.7%	(50.0%)

Why does the gap exist?

This is not about inequality of pay. We are confident that men and women are paid equally across the business for comparable roles.

Our gender pay gap primarily arises from:

- Under representation of women in leadership roles, particularly across warehouse operations, product and purchasing and finance.
- Under representation of women within our technology and infrastructure teams who are typically paid more than the average employee in our business.

Our bonus pay gap is much higher than our hourly pay gap primarily due to mix of employees between departments and a greater proportion of men in senior positions.

We have made some progress in these areas in the year, and those actions are shown in the change in % splits within the upper middle and upper quartile data. There is still however a lot to do and so as part of our wider ESG strategy we have determined a focus area to be increasing the level of diversity and inclusion in our business, specifically in leadership positions.

Summary

We are dedicated to addressing the gender balance in our organisation and as a result we have included 'Diversity and Inclusion' as one of our core focus areas.

Having a truly diverse employee base allows for a more rounded, creative and innovative organisation. These are things that this industry thrives on.

As we look to embark on our next stage of growth it is important that we create the building blocks for the future. We understand that diverse viewpoints drive more well-informed outcomes.

Over the next 12 months we will look to move forward with this.

Whilst we accept, there is a lot to be done and this will take time, but together we can eradicate inequalities.

I confirm the data reported is accurate.

Mark Radcliffe (CEO)