

Gender Pay Gap Report 2023

Victorian Plumbing Ltd



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 at Victorian Plumbing means respect for, and appreciation of every person, regardless of sex, gender identity, age, sexual orientation, disability, race and ethnic origin, religion and faith, marital and family status, social, educational background and ways of thinking, amongst other characteristics and experiences.

We believe that inclusion is a state of feeling safe, a sense of belonging and a working and cultural environment of being valued, respected and supported for who you are - we want people to feel 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 should be readdressed for future reporting.

Looking at this year's report, we have made progress across a number of areas but, whilst a gender pay gap still exists 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 is a legal requirement for all employers with 250 or more employees to calculate and publish their gender pay and gender bonus pay gaps as they are on 5 April each year.

All our employees (with the exception of the directors of Victorian Plumbing Group plc) are employed by Victorian Plumbing Limited (the "Company"). As such, it is the only company within the Victorian Plumbing group that has more than 250 employees.

The gender pay gap is the measure of the difference between the average pay for all women compared to all men. It is a snapshot based on employees employed by the Company on 5 April 2023, and it is calculated using specific and detailed rules as set out in the legislation. It is 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 Company, 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?

The figures included within this report have been calculated using the mechanisms that are set out in the gender pay gap reporting legislation.

Hourly pay gaps between men and women



The **mean hourly pay gap** is the difference between the calculated average hourly pay of men in our company and the average hourly pay of women, regardless of what they do. The **median hourly pay gap** measures how much the exact mid-point between the lowest and highest paid men differs to the equivalent mid-point for women.

	2023	2022	Variance	2021
Mean hourly pay gap	9.7%	10.2%	0.5%pts	13.7%
Median hourly pay gap	0.0%	4.2%	4.2%pts	3.7%

Salary quartiles



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. The tables below show the percentage of men and women in each of these groups, in the context of the overall percentage of men and women in our workforce.

2023

	Male	Female
Upper quartile	73.5%	26.5%
Upper middle quartile	71.4%	28.6%
Lower middle quartile	68.7%	31.3%
Lower quartile	77.6%	22.4%
Overall workforce	72.8%	27.2%

2022

	Male	Female
Upper quartile	77.9%	22.1%
Upper middle quartile	75.2%	24.8%
Lower middle quartile	81.4%	18.6%
Lower quartile	59.8%	40.2%
Overall workforce	73.6%	26.4%

2021

	Male	Female
Upper quartile	85.6%	14.4%
Upper middle quartile	72.1%	27.9%
Lower middle quartile	84.6%	15.4%
Lower quartile	52.9%	47.1%
Overall workforce	73.8%	26.2%

Proportion of men and women receiving a bonus

	% Women			% Men		
	2023	2022	2021	2023	2022	2021
Percentage of men and women receiving a bonus	72.5%	53.5%	54.0%	67.1%	66.7%	72.3%

Bonus pay gaps between men and women - actual*

	2023	2022	Variance	2021
Mean bonus pay gap	32.4%	70.8%	38.4%pts	10.5%
Median bonus pay gap	44.4%	43.0%	1.4%pts	16.7%

Bonus pay gaps between men and women - adjusted*

	2023	2022	Variance	2021
Mean bonus pay gap	19.5%	29.7%	10.2%pts	10.5%
Median bonus pay gap	44.4%	43.0%	1.4%pts	16.7%

*The 'actual' bonus pay gap appearing above is calculated in accordance with the gender pay gap legislation (which requires us to include all relevant forms of remuneration including any share awards). The 'actual' bonus pay gap for 2023 and 2022 has been distorted by the vesting of share awards during the year that were issued on the IPO of Victorian Plumbing Group plc in 2021: the 'adjusted' bonus pay gap reflects the bonus pay gap without taking into account the impact of this share vesting.

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:

- fewer women in leadership roles, particularly across warehouse operations, marketing, product and purchasing;
- fewer women within our technology and infrastructure teams who are typically paid more than the average employee in our business; and
- fewer women in our trade team who have a bonus commission structure which therefore contributes to the bonus pay gap.

We have made some progress in these areas in the year, evidenced by the following:

- our mean hourly pay gap has decreased;
- our median hourly pay gap has reduced to nil;
- the % of women in the lowest salary quartile has decreased; and
- the % of women in the upper salary quartile has increased.

Summary

We are pleased that the progress made in 2022 has continued into 2023. This is demonstrated by a further narrowing of the mean hourly pay gap, along with the elimination of the median pay gap. We are also pleased with the change in the % splits in the four quartiles, particularly driven by the increased number of women in leadership positions.

We acknowledge that there is more for us to do, and that the Company has a responsibility to its people to drive change in this area. However, like other employers in the area in which the business operates, the recruitment market continues to be challenging due to labour shortages. We are also mindful that most of our employee base relates to warehouse roles (61%) where it can be challenging to attract female employees.

We acknowledge that the diversity of thought and approach that comes from having a diverse workforce is extremely valuable, bringing growth, productivity and skill advantages.

Over the next 12 months, in conjunction with our established employee engagement committee, 'PlumbedIn', we hope to make great strides towards this goal.

I confirm that the data reported is accurate.

Daniel Barton, CFO