

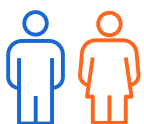
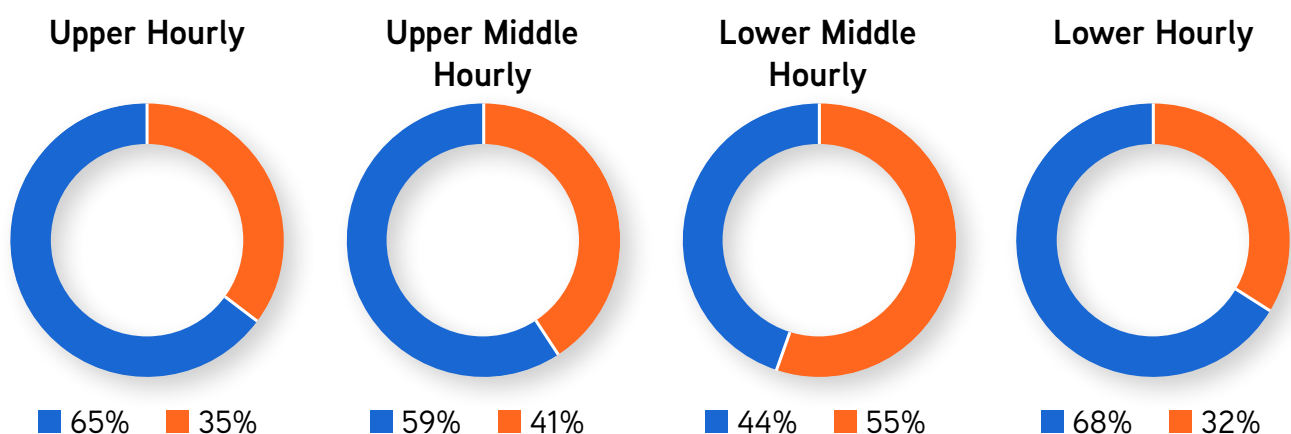
Vax Gender Pay Gap Reporting 2022

Vax continues to recognise the importance of taking steps to close the Gender Pay Gap, ensuring that both Males and Females are represented at all levels and in all skill sets where possible in our business. In this reference period our business comprises of 43% females overall, and our Senior Management Team is equally balanced between both genders.

Product Design and Engineering are key skills that remain a significant proportion of our workforce, this function along with Warehousing continue to be sectors that are male dominated across the UK.

It is important to note that gender pay legislation is not the same as equal pay. Equal pay is about men and women receiving the same pay for a similar role or role of equal value. The gender pay gap is the difference in average pay between all men and women within the workforce.

Our Company findings for the snapshot date of 5th April 2022 are as follows:



The above chart illustrates our workforce in four pay groups showing the male and female split.

Vax Gender Pay Gap Reporting 2022

	Mean	Median
Hourly Pay Gap	▼ 4.6%	▼ 2.6%

In our organisation, women earn 97p for every £1 that men earn when comparing median hourly pay.

When comparing the mean (average) hourly pay, women's mean hourly pay is 4.6% lower than men's.

	Mean	Median
Bonus Pay Gap	▼ 32.3%	▲ 0.5%

At the time of the snapshot 86.9% of females received a bonus compared to 85.6% of males. When comparing the average (mean) bonus pay women earn 32.3% lower than men. When comparing median bonus pay women earn 99.5p for every £1 that men earn.

We confirm that the data is accurate and has been reported according to the requirements of the Equality Act 2010 (Gender Pay Gap Regulations 2017).

David Winterbottom - President TTI Floorcare EMEA