

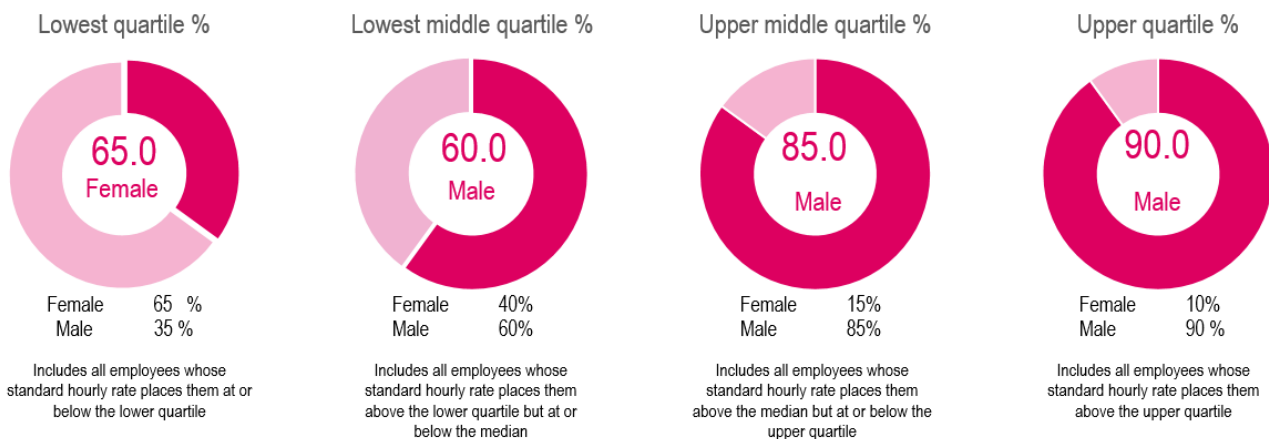
September 2021

# Annual Gender Pay Gap Report

This is REHAU's mandatory report for the snapshot date of 5 April 2020:

- The mean gender pay gap for REHAU Ltd. is 43.8%.
- The median gender pay gap for REHAU Ltd. is 41.3%.
- The mean gender bonus gap for REHAU Ltd. is 6.0%.
- The median gender bonus gap for REHAU Ltd. is -68.8%.
- The proportion of male employees in REHAU Ltd. receiving a bonus is 74.9% and the proportion of female employees receiving a bonus is 77.6%.

## Pay quartiles by gender



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## Supportive Narrative

The report has been created using a snapshot date of 05.04.2020. In that period REHAU Ltd has had changes to employees as a result of coronavirus (COVID-19).

In the calculations below we have excluded employees receiving less than full pay who were on furlough at the snapshot date of 5 April.2020:

- The average (mean) gender pay gap using hourly pay
- The median gender pay gap using hourly pay
- The percentage of men and women in each hourly pay quarter

September 2021

Furloughed employees whose salaries were not topped up to full pay, and so were on temporary leave and being paid at a reduced rate have been excluded from these three calculations.

All other reporting requirements remain unchanged.

Employees that worked normal hours but deferred part of their salary (due to the impact of COVID-19 on REHAU Ltd finances), and they were not placed on furlough have been considered full-pay relevant employees.

Since 2019, the amount of REHAU Ltd employees have reduced from 459 (as at snapshot date 05.04.2019) to 354 (as at snapshot date 05.04.2020). The main reasons were restructuring activities which led to closure of production site in Amlwch and a sales office in Slough.



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**September 2021**