



# 2021 GENDER PAY GAP REPORT



## INTRODUCTION

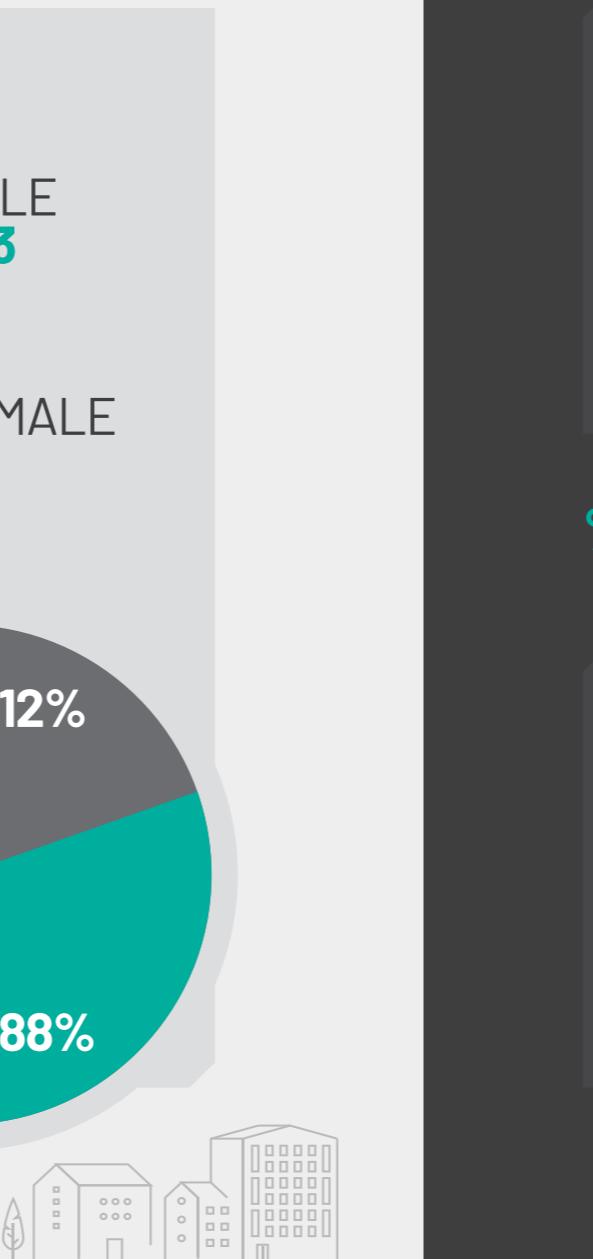
VEKA plc is a leading supplier of uPVC profile in the UK, designing and manufacturing systems which are used to fabricate windows, doors and conservatories.

We're part of VEKA Group, one of the largest manufacturers of extruded uPVC products in the world. Our UK site is in Burnley, Lancashire.

We operate across all business functions, with most people working a variety of shift systems.



## EMPLOYEE FIGURES



## PAY & BONUS GAP

| DIFFERENCE BETWEEN MEN AND WOMEN |         |        |
|----------------------------------|---------|--------|
|                                  | MEAN    | MEDIAN |
| Hourly fixed pay                 | -4.69%  | 1.37%  |
| Bonus Paid                       | -54.70% | 5.15%  |

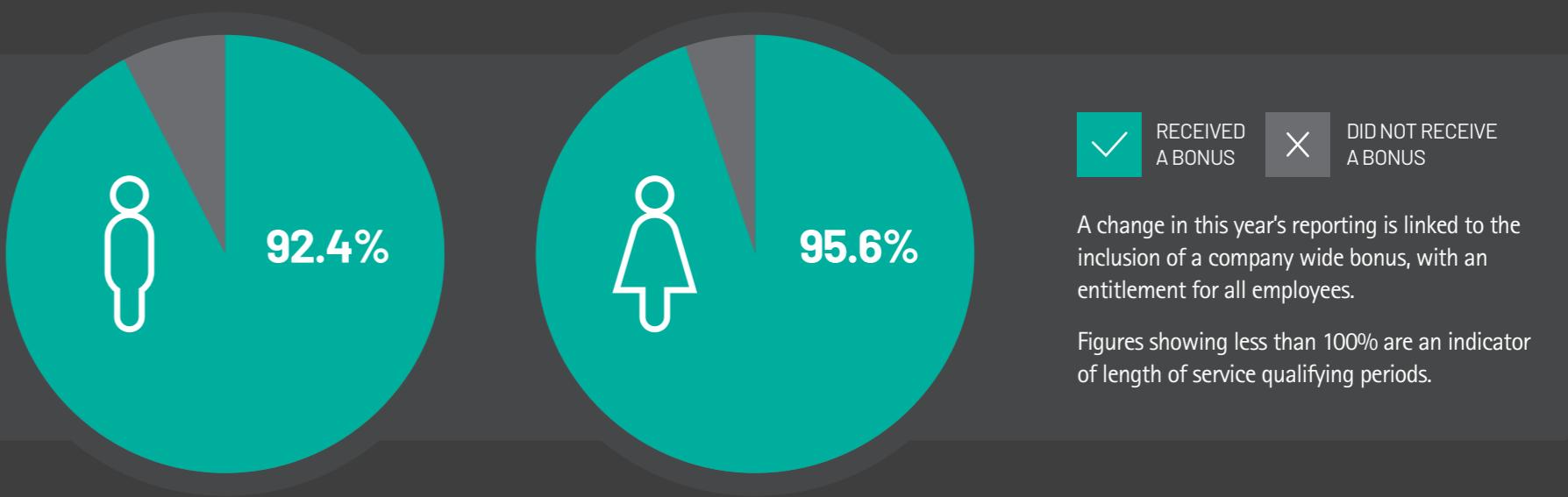
The table (left) shows our overall mean and median gender pay gap based on hourly rates of pay in 2021.

Although women make up a smaller percentage of the workforce, a norm in an industry such as this, the lower percentage and the minus percentage shows that many of our female employees occupy senior roles within the company, which is testament to our equal opportunity principles.

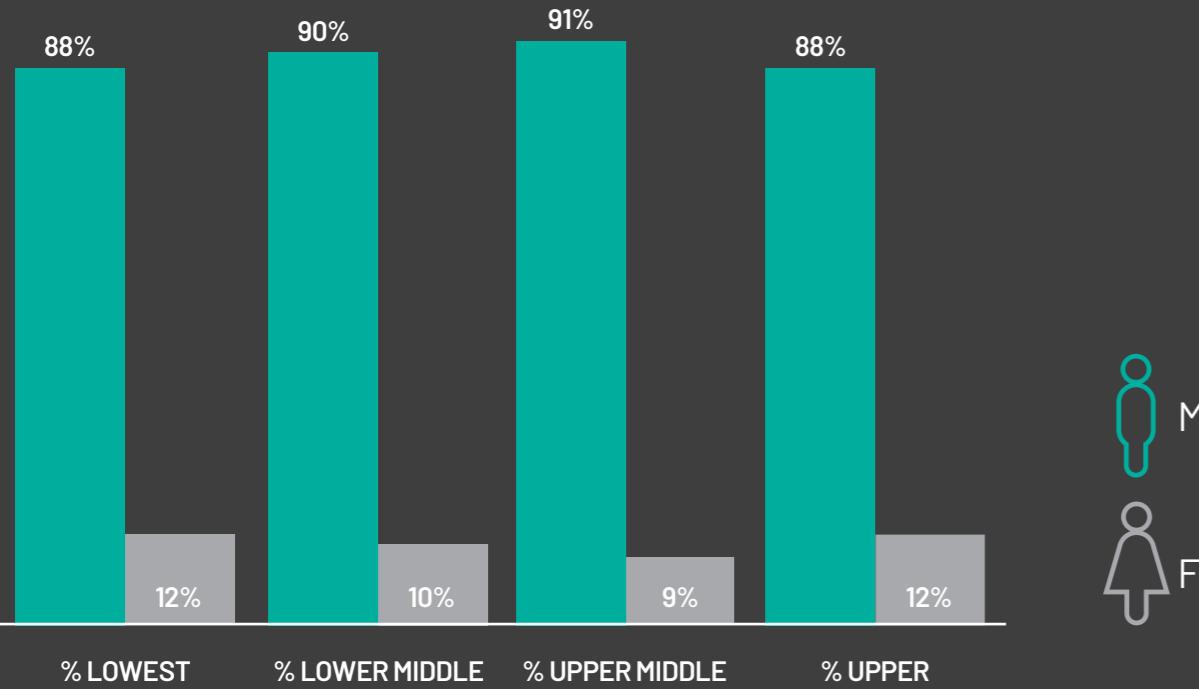
The table (left) shows our overall mean and median gender pay gap based on hourly rates of pay in 2021. The changes in percentage levels from previous reports represents a number of organisational changes in senior level teams.

Proactive strategies to target change, include varying demographic recruitment and community involvement of female led initiatives to promote engineering and STEM subjects.

## % OF EMPLOYEES RECEIVING A BONUS



## INTRODUCTION



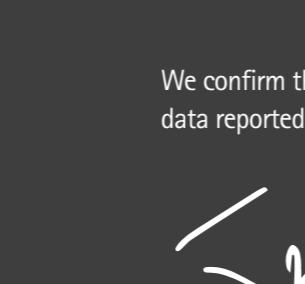
The above charts illustrate the gender distribution across VEKA in four equally sized quartiles.

The data shows the previously highlighted difference in male and female numbers employed within the business and therefore the percentage difference in pay.

Not unusually for our sector, our number of female employees moving towards Upper Middle Quartiles declines, but rises again into the Upper Quartile.

Representative of our manufacturing demographic coupled with remuneration development increasing with learning and experience.

Internal succession policy gives rise to female employees growing into senior roles within the organisation.



We confirm that the data reported is accurate.

Neil Evans  
Managing Director  
VEKA plc

April 2022

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