

OUR GENDER PAY GAP REPORT 2020



WE CARE
WE ACT



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 site and head office is in Burnley, Lancashire.

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

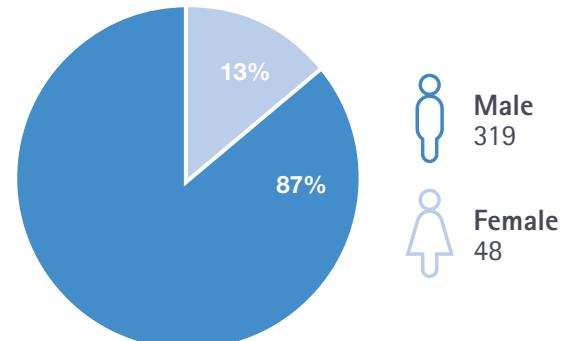
As a company we are passionate about our people, they make our business the success it is today.

We have a Mission and Vision that cement our commitment to investing and developing our people and teams, and Values that encompass the business and our people always acting fairly and with integrity.

The way we recognise and reward our people is part of that commitment, ensuring that all structures are free from discrimination and positively supporting all our employee groups.



EMPLOYEE FIGURES



PAY & BONUS GAP

Difference between men and women

	Mean	Median
Hourly fixed pay	-15.29%	1.64%
Bonus Paid	22.94%	0.71%

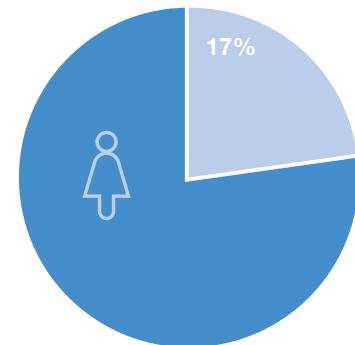
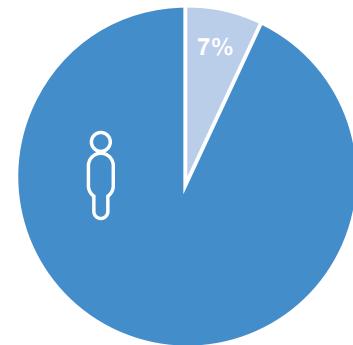
The table above shows our overall mean and median gender pay gap based on hourly rates of pay in 2020.

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 changes very much reflect the disruption to the business and organisational changes occurring because of the pandemic, and the reduction of requirements for key areas of production. This area of our business traditionally attracts males.

Our report also captures the mean and median difference between bonuses paid to men and women at VEKA in the year up to and including 5th April 2020.

% OF EMPLOYEES RECEIVING A BONUS

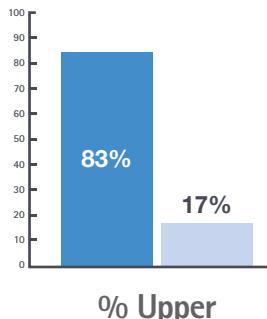
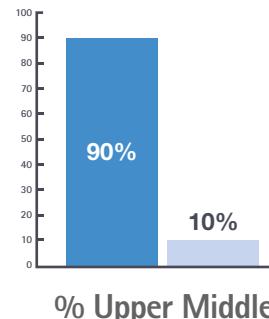
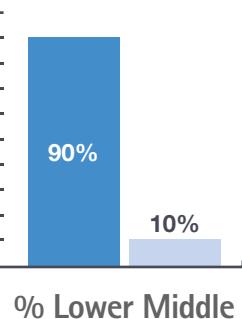
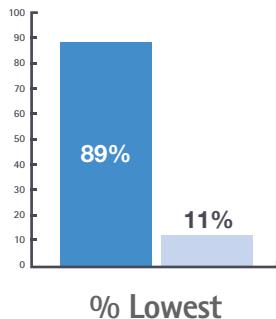


Received a bonus %
Did not receive a bonus %

Our report again shows that although women represent a small proportion of the workforce, a significant number of them are within roles that attract a bonus potential.



PAY QUARTILES



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.

Where men and women occupy equivalent jobs across the business, we are confident that they are paid equally via our standard grading structures.

We actively seek opportunities to increase diversity in under represented areas of the business.

Pay applicable to 2020 due to the impact of the pandemic



We confirm that the data reported is accurate.



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Managing Director
VEKA plc

October 2021



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V10/21 | Company No. 01626563 | VAT No. GB 497951576

