



2018 Gender Pay Report



WELCOME TO OUR 2018 GENDER PAY REPORT

I'm proud that for over 100 years our people have helped millions of UK families take care of what matters most to them. It's this dedication and passion that has enabled Whirlpool Corporation to be the global leader in kitchen appliances.

Teamwork, integrity, respect and diversity are values that are core elements of our business every single day. Continuing to grow this culture is something that is of high importance on the agenda of our leadership team.

This also translates into delivering structured and focused career progression programmes for everyone in our business, regardless of their gender. The recruitment, development and retention of the very best people is what constantly drives our business forward.

I confirm that the data published in this report is accurate. It demonstrates that we continue to make positive strides forward in the fields of diversity and gender equality but my team and I remain committed to further improve in the coming years.

Andrzej Tuleja
General Manager
Whirlpool UK Appliances Ltd

Whirlpool
CORPORATION

Difference in **Mean Pay** **18.7%**

Difference in **Median Pay** **26.5%**

Difference in **Mean Bonus** **15.0%**

Difference in **Median Bonus** **30.7%**

DIFFERENCE IN BONUS PAYOUT (based on 12 months period from 6th April 2017 to 5th April 2018)



99%
of women
received
a bonus*

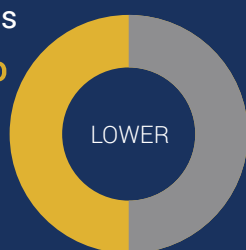


99%
of men
received
a bonus*

*A bonus is defined as a sales bonus, performance incentive or company profit share scheme.

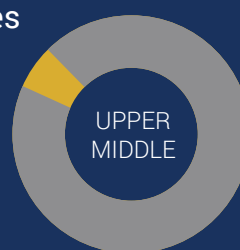
QUARTILE RANGES (percentage of gender according to salary brackets)

Females
49%



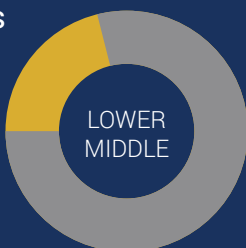
Males
51%

Females
6%



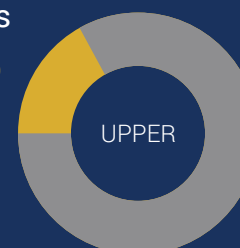
Males
94%*

Females
20%



Males
80%

Females
12%



Males
88%

*Upper Middle Quartile: mainly engineers and drivers roles on the field.

In analysing our statistics in granular detail it is clear that our gender pay gap is not due to unequal pay for comparable roles. In fact it is driven by a higher proportion of men currently employed in traditionally male-dominated roles such as electrical and gas trained service engineers. These form a significant portion of our workforce and are roles that are typically higher paid as shown in the middle quartile data.



WHAT WE'VE DONE & LOOKING FORWARD



We're very proud to have a diverse team and we continue to work hard to reflect a balanced organisation. A major analysis was undertaken to help guide where and how we could continue to improve and this has brought some tangible differences to our operation. For example, now one third of our UK leadership team are female which has increased from 10% just 12 months ago. The expansion of our diversity and inclusion programme has also meant we now have more female colleagues working in our service engineering and logistics teams than in previous years which are traditionally male dominated functions.

We have also launched a Women's Network with 50 strong members helping to ensure we recruit, engage, develop and retain more women in our team, especially in more senior positions. This is underpinned by our new 'Empower' programme helping to develop the next generation of female leaders for our business.

These are just a few of our initiatives that have enabled us to receive the accolade of being a Top Employer in the UK for the 2nd year running earlier this year.

But we recognise that this is a journey and we can always do more. It's this principle of continuous improvement and growth that drives us forward to make Whirlpool Corporation a great place to work for everybody.

Whirlpool UK Appliances Ltd
Morley Way, Peterborough, PE2 9JB

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