

# Gender Pay Reporting

(Snapshot date 5<sup>th</sup> April 2023)





## Introduction

CLAAS is an agricultural machinery manufacturer whose head office is based in Harsewinkel, Germany. The global operation of CLAAS employ circa 11,500 people. In the UK CLAAS operates four business units (as at April 2023): CLAAS UK Ltd, CLAAS Manns Ltd, CLAAS Eastern Ltd and CLAAS Western Ltd.

As an employer, by law, we are required to carry our Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).

The regulations state that we must report the following information:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males and females receiving a bonus payment
- The proportion of males and females in each quartile pay band

The Gender Pay Gap is the difference in pay between men and women spread across the whole organisation of CLAAS UK and our three dealers.

The data used to calculate our Gender Pay Gap information is based on pay data as at the required snapshot date of 5<sup>th</sup> April 2023.

The data used to calculate our bonus pay information is based on the 12-month period ending with the 5<sup>th</sup> April 2023 snapshot date.

## What is the Gender Pay Gap?

The **mean** gender pay gap is the difference in the average hourly pay for women compared to men.

The **median** is the midpoint when you separately line up women's pay low to high and the same for men. The median pay gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

The median is a typically more representative figure as the mean can be skewed by a handful of highly paid employees. A larger difference between the mean and the median can be indicative of inequality at either end of the pay spectrum. However, usually the inequality is most marked at the top end of the payscale.

## Equal Pay vs Gender Pay Gap

Equal Pay refers to same pay for the same or similar work. Under the Equality Act it is illegal to pay people a different wage for the same job/comparable work because of gender.

Gender Pay measures the differences in earnings of men and women across the whole organisation. The Gender Pay can highlight where there may be barriers to women progressing to more senior or higher paid roles.

CLAAS UK operate an equal pay policy in regard to equal pay for equal work.

## CLAAS UK (and linked dealerships) Gender Pay Gap Results

### GENDER HOURLY PAY GAP



MEAN	MEDIAN
11.79% higher for men than women	6.64% higher for men than women

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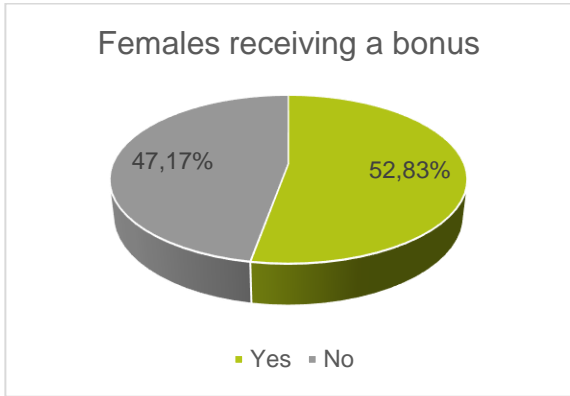
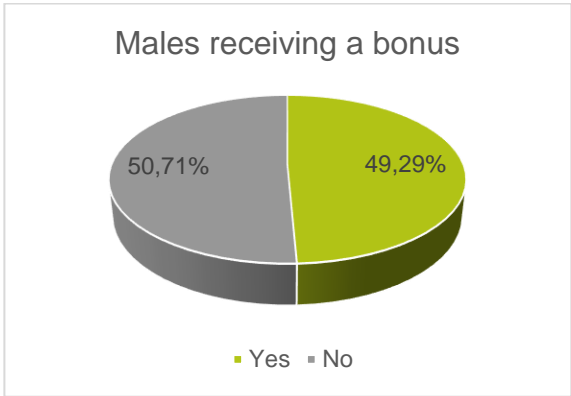
### GENDER BONUS PAY GAP



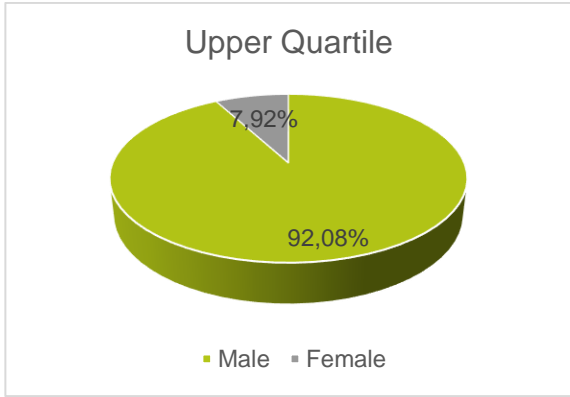
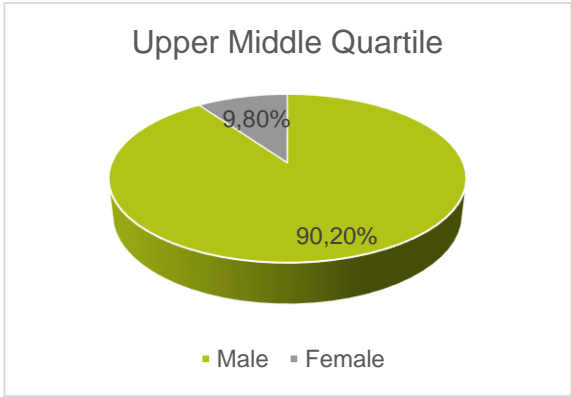
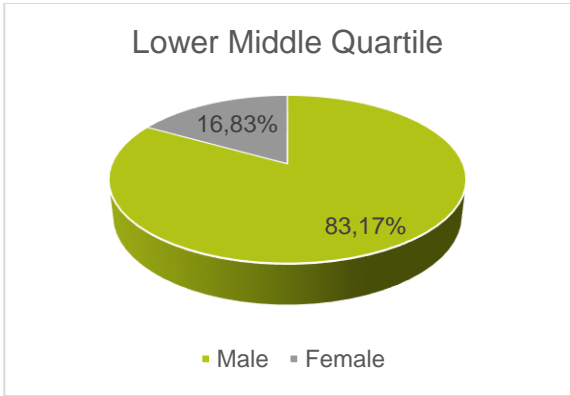
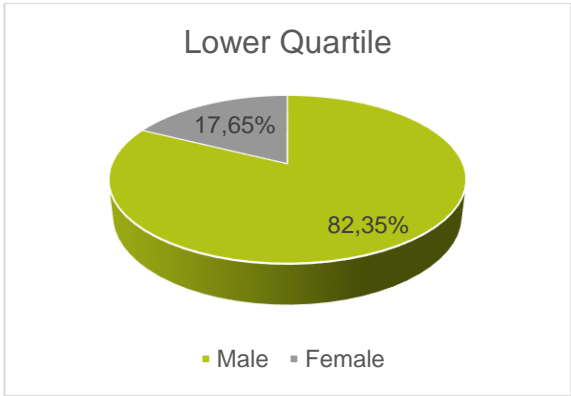
MEAN	MEDIAN
35.02% higher for men than women	26.19% higher for men than women

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**PROPORTION OF MALE AND FEMALE EMPLOYEES WHO RECEIVED A BONUS**



**THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND**



**Understanding our gender pay gap data**

Our population of employees consists of circa 13.05% female and 86.95% male. This statistic is typical of the agricultural industry as a whole. Our business is to sell and service agricultural machinery, with approximately a quarter of the workforce employed to service our machinery.

During our recruitment process, we very rarely see females applying to work in our core business positions; they apply to work in more office-based positions. However, in the past year we have seen an increase in females, particularly at apprenticeship level applying for



engineering and parts roles. Our retail businesses have a higher number of female employees compared to recent years, this can be seen by the 1.5% increase in females in the lower quartile. We are committed to employing the right person for the job regardless of gender, age, ethnicity, sexuality, disability and more. We attend careers fairs and promote our opportunities equally to males and females.

Our gender pay gap is not due to males and females being paid unequally for work of the same level and role, it is caused by there being a greater proportion of men in the organisation, particularly in positions that command a higher rate of pay. The majority of females are employed in lower quartile positions with very few being employed in the upper quartile. However, we have seen a rise in females by 3.1% in the upper quartile from 2017 to 2022 and a further 2% increase in 2023 which is encouraging.

Company bonuses are awarded to both male and female permanent employees. Proportionally, a slightly higher percentage of women receive a bonus than men (circa 3%). we still see that the amount of the bonus is smaller for women as opposed to men. In the main, our bonuses are awarded as a percentage of base salary and are related to company performance. As with the gender pay gap our mean bonus pay gap is again a reflection of fewer females working in upper pay quartile positions (the greater the salary the higher the bonus payment). It is also because we have a male dominant sales team, which typically attract larger bonus opportunities. Lastly, the majority of our part time employees are women and the calculation for the bonus gap does not account for bonuses being pro-rated for part-time employees.

During the past years, we have started to see an increase in flexible working requests, particularly from female employees who are valuing the opportunity, where business needs permit, to change their working week to better balance their work and home lives. Promoting flexible working is just one way that we can retain and attract female employees into the workforce.

The agricultural industry is traditionally male dominated and this will not change radically. There are no barriers to female employees progressing into senior roles within the business.

**Declaration**

We confirm that the information and data reported is accurate as of the snapshot date 5<sup>th</sup> April 2023.

  
Trevor Tyrrell  
**Senior Vice President – Western Europe**

  
Oliver Hölscher  
**CFO**

