

Beko Plc Gender Pay Report

Beko Plc has produced its 2018 Gender Pay Gap Report, providing an analysis of the salaries and bonuses male and female colleagues received in the year to 4th April 2018. Beko Plc's workforce is diverse, spanning sales, marketing, operations, research & development and support functions. The report covers Beko Plc's 254 staff members in the UK.

The graphs below highlight the gaps in our mean (average) and median hourly pay and bonuses and the proportion of male and female colleagues in each pay quartile.

Gender Pay Gap; based on Hourly Pay at Snapshot date 5th April 2018

	GAP
Mean Gender Pay Gap in Hourly pay	5.5 %
Median Gender Pay Gap in Hourly pay	0.8 %

*Hourly pay rates including base pay and allowances based on Annual/ 365.25 days x 7 days / contractual hours

Bonus Pay Gap

Mean Bonus Gender Pay Gap	2.2 %
Median Bonus Gender Pay Gap	0 %

Proportion of Men & Women in Receipt of Bonus

Proportion of Males Receiving Bonus	90.2 %
Proportion of Females Receiving Bonus	93.4 %

**Bonuses paid in previous 12 months protata'd at snapshot date.

Pay Quartile Ranges 2018

Proportion of Males & Females in each Pay Quartile

	M	F
Upper Quartile	72.6%	27.4%
Upper Middle Quartile	58.7%	41.3%
Lower Middle Quartile	54.8%	45.2%
Lower Quartile	73.0%	27.0%

Teresa Arbuckle, Managing Director of Beko Plc commented:

“We’re committed equally to all of our male and female staff at Beko Plc, and are proud of the positive steps we’re taking to increase gender equality in the business. In addition to the board, which includes a female Managing Director, and Finance Director, there are a significant number of women working in senior leadership roles across the Company, and we actively support equal opportunity for all to gain promotion.

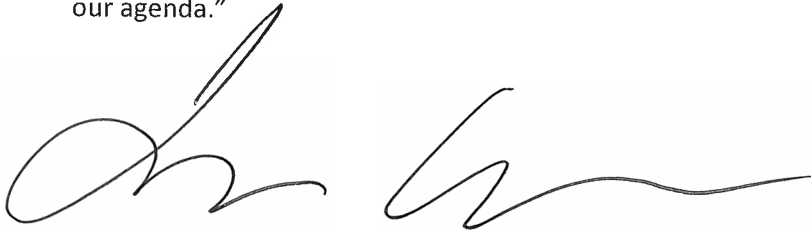
“However, while our median gender pay gap for 2018 was small at 0.8%, our mean pay gap was 5.5%, so we recognise that achieving a level playing field is an ongoing focus.

“We are developing initiatives to improve equality of opportunity, for example in the last year since the reporting date we have enrolled a number of our female employees on our Women in Leadership course.

Arçelik, our Parent Company is a signatory to the United Nations Sustainable Development Goals, and UN Women’s Empowerment Principles (WEPs) roadmap to help companies empower women in the workplace and community. This includes participation in the “He for She” campaign and ongoing initiatives such as Webcast coaching for leaders on inner bias related to gender equality.

“Following our initial Gender Pay Analysis we will continue to review and consider constructive measures to address any imbalance in-order to help give women an equal footing in our business, including further training initiatives and support for structured development programmes that ensure both men and women are rewarded equally and appropriately.

“As Managing Director, I feel very strongly about providing a working environment that nurtures and rewards talent regardless of gender or background, so will continue to make sure this stays top of our agenda.”



Teresa Arbuckle
Managing Director
Beko plc