



2021
Our UK Gender
Pay Gap Report

Who we are

McBride is one of Europe's leading manufacturers of household cleaning and laundry products and the clear European leader for Private Label household products. Headquartered in Manchester, UK, McBride was established in 1927, and boasts a strong heritage.

We are the private label experts in our segments, with the scale to offer development and manufacturing capabilities to customers across Europe and Asia Pacific.

McBride operates across twelve countries, with 14 manufacturing facilities producing 1.0 billion units a year, and employs 3,400 people globally.

We seek to provide our customers with a compelling overall offer, balancing price, service and quality.

Our Compass Strategy launched in January 2021 and our move to a new divisional product technology led operating model will enable greater accountability and ownership of business decisions. Through focused divisional strategies will build a more inclusive and engaging culture for all.



Growing our business starts with growing our employees

We recognise that the success of our business is dependent upon the health and wellbeing of our employees. A key principle of our new Compass Strategy is around re-setting our culture by clearly articulating our purpose, vision and values, and thus encouraging a greater sense of belonging. We are working to build a more open, diverse, inclusive and engaging culture at all levels.

Our Values

Our McBride core and aspirational values form a core part of how we will work together with all our stakeholders, enabling a healthy and positive working environment for all.



Right use
Demonstrate positive behaviours

Core values

Always committed

- we deliver the expected quality/results
- we take ownership of our tasks
- we welcome change
- we have high motivation

Working together

- we work for the greater good "one McBride"
- we develop our people
- we appreciate diversity and stay curious
- we give and receive feedback

Aspire to be the best

- we deliver the best result or outcome for our business at pace
- we learn and improve every day
- we challenge the status quo
- we remain ethical in our practices

Aspirational value

Giving & taking accountability

- I fully accept responsibility for my actions and decisions taken
- I take ownership and pride in the work I do

Gender Pay Reporting

Gender Pay Gap reporting became a statutory requirement in the UK from April 2017. Any company that has a legal entity employing 250 or more people in the UK must complete and publish six calculations to examine pay and bonus awards for men and women to see if there is a difference. In the UK our business meets this requirement, and the results of these calculations for the UK are shown in this report.

Gender Pay versus Equal Pay

Equal Pay is about men and women receiving equal pay for the same or similar job. McBride uses job evaluation and grading structures to reward employees in a manner that is fair and consistent based on job content. Gender Pay calculations look at the average pay across a company’s entire UK population regardless of role type or grade.

Female representation in the manufacturing industry in the UK

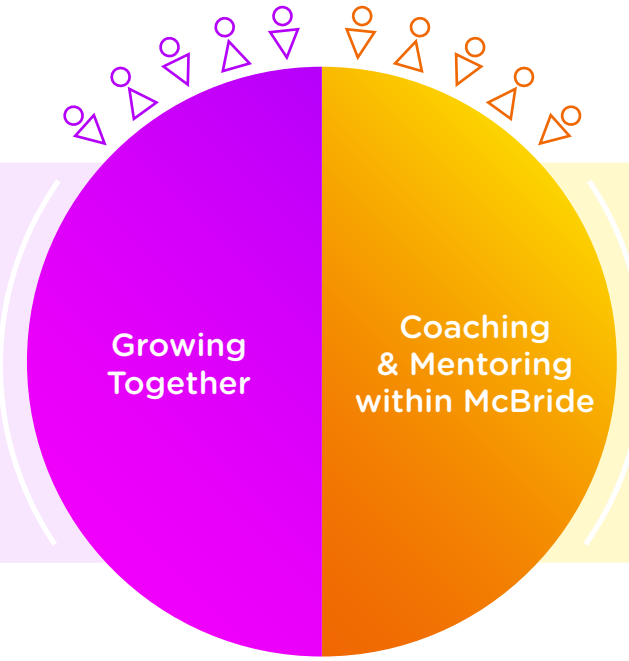
Data from the ONS at September 2020 suggests that there are around 2.5 million people employed in the manufacturing industry in the UK. Proportionately this is split at around 25% female and 75% male. A House of Commons briefing paper from March 2020 states that “the most common sectors of employment for women in the UK are health and social work, the wholesale and retail trade and education.” These three sectors alone account for 47% of female employment in the UK. For men, “the most common sectors of employment also included the wholesale and retail trade, followed by manufacturing and construction.”

A positive impact on Gender Pay

McBride acknowledges that the most positive impact it can have on its gender pay calculations is through continuing to encourage more women to work in the manufacturing sector over time. McBride currently employs 30.6% females in the UK which is 5.6% above the UK industry average reported by the ONS. Creating a working environment that encourages employees to develop and grow across a career is a key factor of this. Two programmes currently in place are detailed below.

An increased focus on employee wellbeing

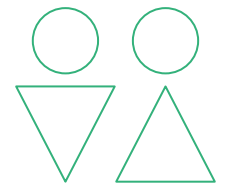
Throughout the Covid-19 pandemic our focus has been directed at the wellbeing of our employees and their families during these difficult times. A positive consequence of these challenges has led to the introduction of McBride Cares Employee Assistance Programme. This programme has been made available to every employee and provides 24/7/365 confidential support and advice for Covid-19 and non-Covid-19 matters.



Developing and Growing TOGETHER through our Let’s GROW Development Framework is one of our strategic priorities. We recognise that to grow our business means we need to invest and grow our people, ensuring that they are engaged, developed and positively challenged.

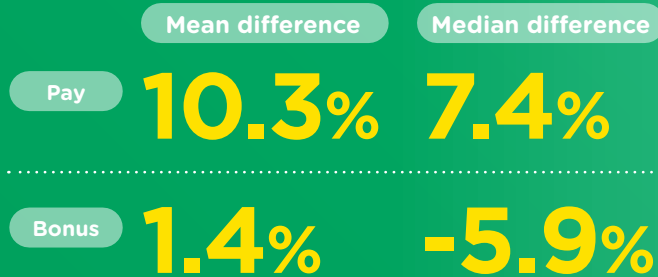
McBride is proud to offer an internal coaching & mentoring scheme, for all employees. Enabling learning to occur, performance to be improved and potential to be realised.



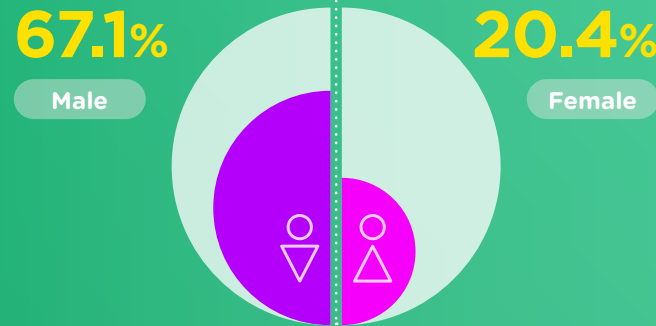


Measuring the difference

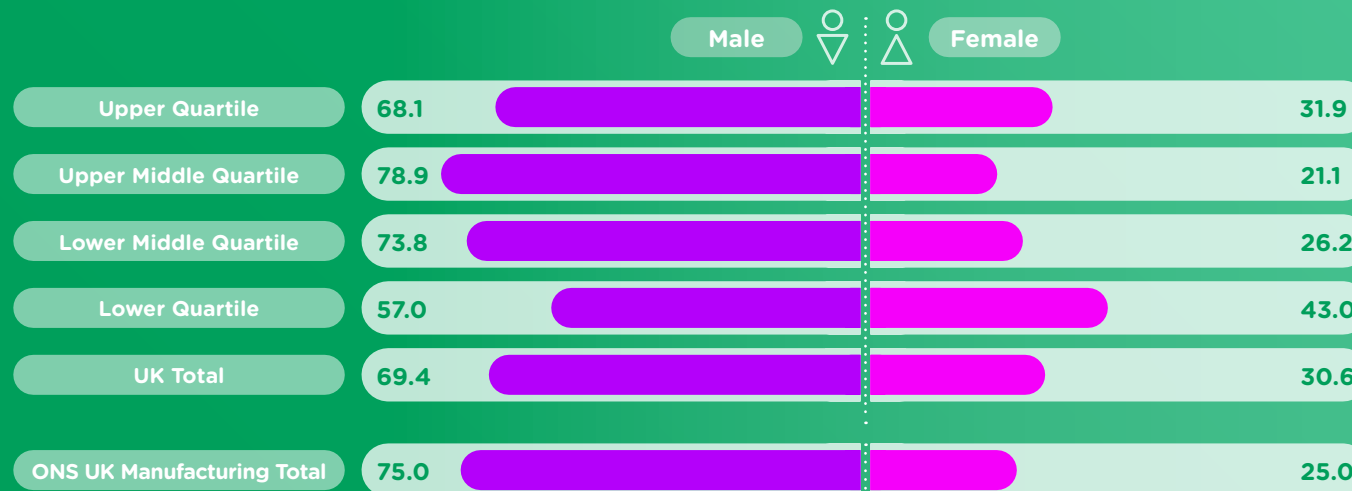
Gender pay and bonus calculation difference between men and women:



Proportion of males and females receiving a bonus payment:



Proportion of males and females in each pay quartile (%):



Calculation Notes

How do we calculate the mean difference for pay and bonus?

To perform a mean difference calculation for our employees in the UK business we add all of the payments for women together and divide the sum of these by the total number of women, and do this same calculation for men. We then divide the difference between these two figures by the male figure and multiply by 100. We anticipate that the result of our mean difference calculation will be higher for men than women whilst we employ more men than women across our pay quartiles. However our mean difference is lower than the average reported by the ONS of 15.5% (for 2020).

How do we calculate the median difference for pay and bonus?

To perform a median difference calculation for our employees in the UK business we order all of the payments for women from highest to lowest and select the payment at the middle of the group, and do the same for men. We then divide the difference between these two figures by the male figure and multiply by 100. The outcome of the median calculation will typically be a different person each year. Because the sample size at McBride is relatively small the outcome of this calculation can fluctuate year on year. This year the median is higher for women.

Bonus receivers explained

This calculation helps us to determine what percentage of women and men received a bonus. At McBride bonus or incentive criteria and eligibility is equivalent for both men and women in the same role. The main contributing factor to the percentage difference is that our operational roles are eligible for a productivity bonus and there are proportionately more men than women in these roles.

What does the pay quartile calculation show us?

The hourly pay quartiles analysis combines our women and men from our UK business and places them in order of pay from highest to lowest. This helps us to determine the proportion of men and women in each quartile, and identify the areas to focus on which we have done. Across all of the quartiles there are more men than women which is in line with the expectations for the manufacturing industry. At the total level McBride employs 5.6% more women than the UK industry average.



McBride plc
Middleton Way
Middleton, Manchester
M24 4DP United Kingdom
Telephone: +44 (0)161 653 9037
www.mcbride.co.uk



McBride plc has been accepted into the FTSE4Good Index Series of leading companies which meet globally recognised corporate responsibility standards.



McBride plc has been a leading contributor in the development of the A.I.S.E. Charter for sustainable cleaning and was the first Private Label company to achieve Charter status.