

Gender Pay Report - Wienerberger

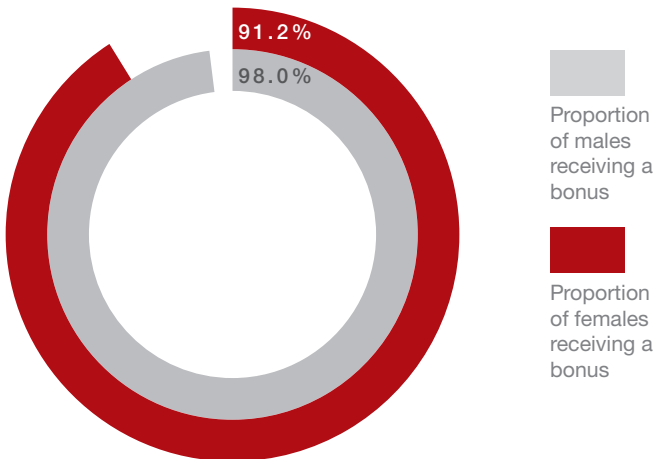
Wienerberger's Gender Pay Report sets out the gender pay gap information (in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017) for Wienerberger's UK business at the snapshot date of 5 April 2020. The Wienerberger Leadership Team will continue to review this information and ensure that the key principle of equal pay for work of equal value remains an important legal and moral commitment.

Whilst we would ordinarily provide the results from the previous year's reporting as a comparison, the impact of COVID-19 makes such a comparison irrelevant. Whilst we would normally expect c.1200 employees to be in scope of the reporting, the impact of furlough and reduced pay means that for 2020 there were 214 employees in scope.

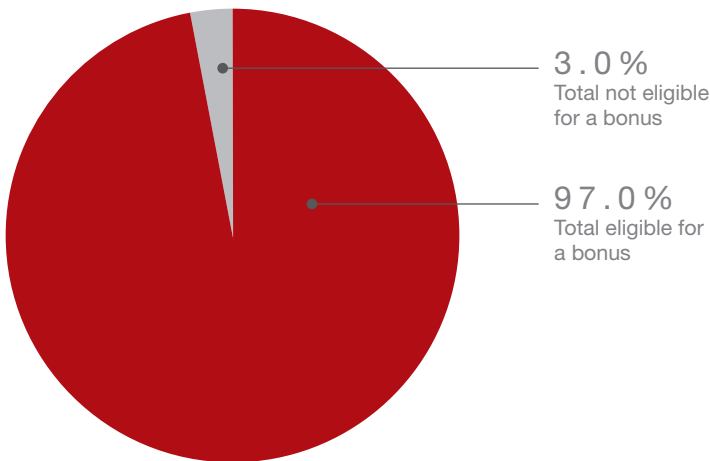
Our Gender Pay Gap result is as follows, based on monetary value:

AS AT 5TH APRIL 2020

	Mean	Median
Gender Pay Gap	25.4%	24.1%
Bonus Gender Pay Gap	37.2%	58.7%



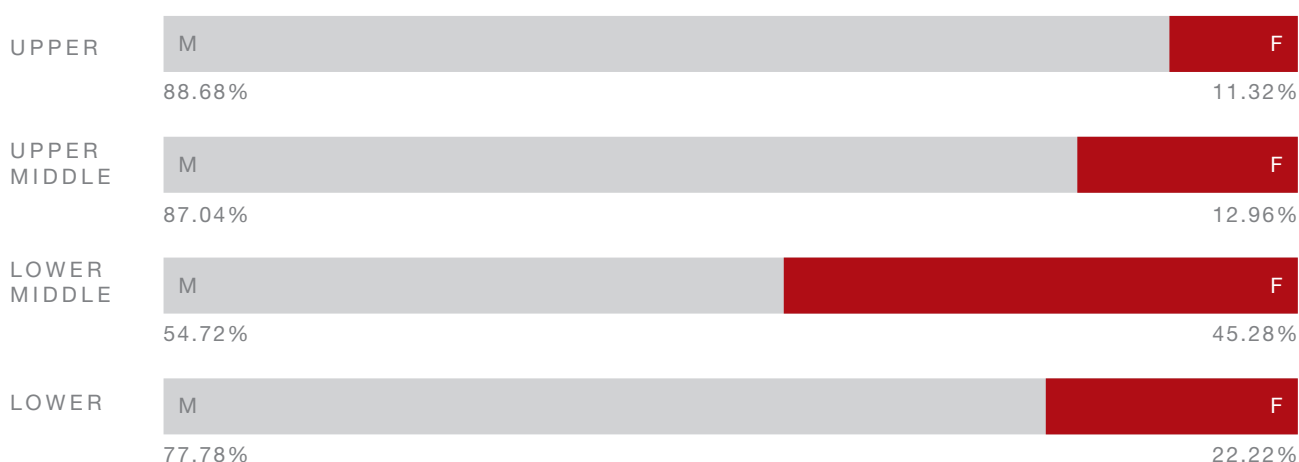
AS AT 5TH APRIL 2020



GENDER PAY GAP REPORTING - EMPLOYEES BY PAY QUARTILE

Quartile	Minimum Hourly Rate	Maximum Hourly Rate
Upper	£30.34	£69.78
Upper Middle	£22.80	£30.11
Lower Middle	£17.83	£22.59
Lower	£9.82	£17.65

AS AT 5TH APRIL 2020



GENDER PAY GAP REPORTING - ANALYSIS

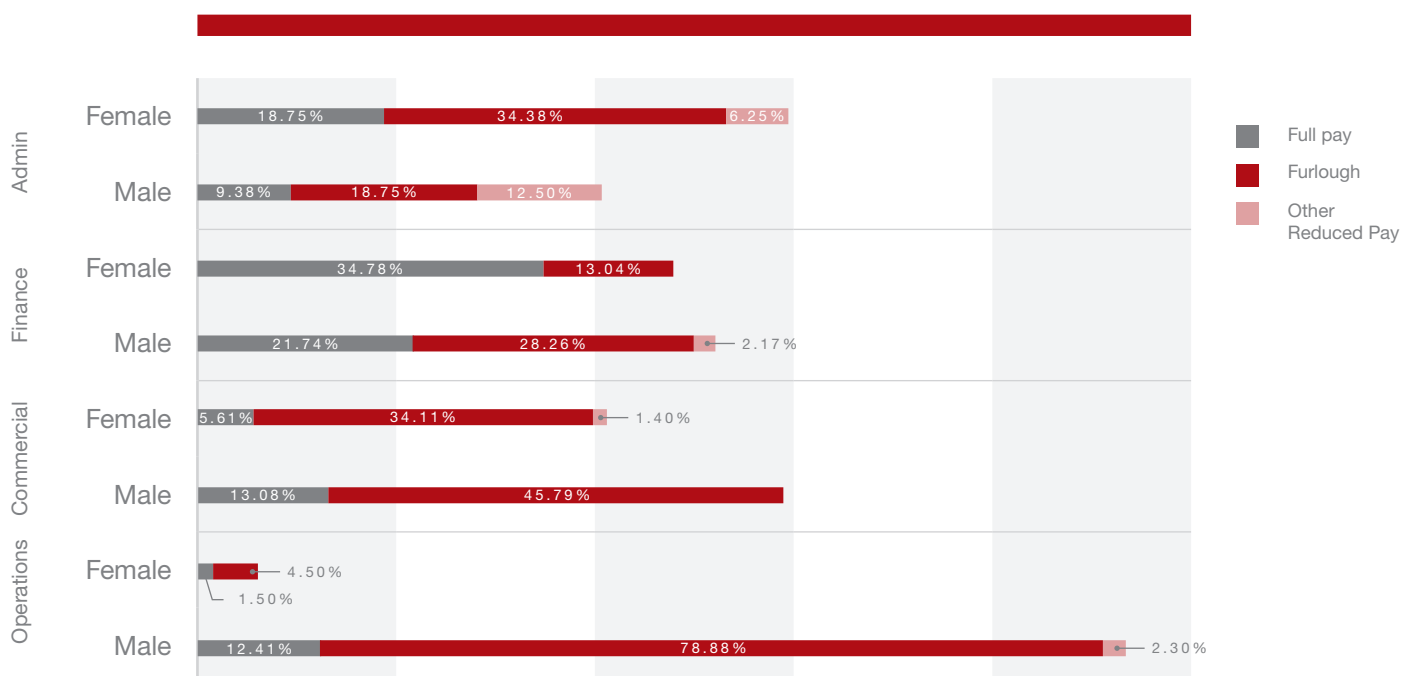
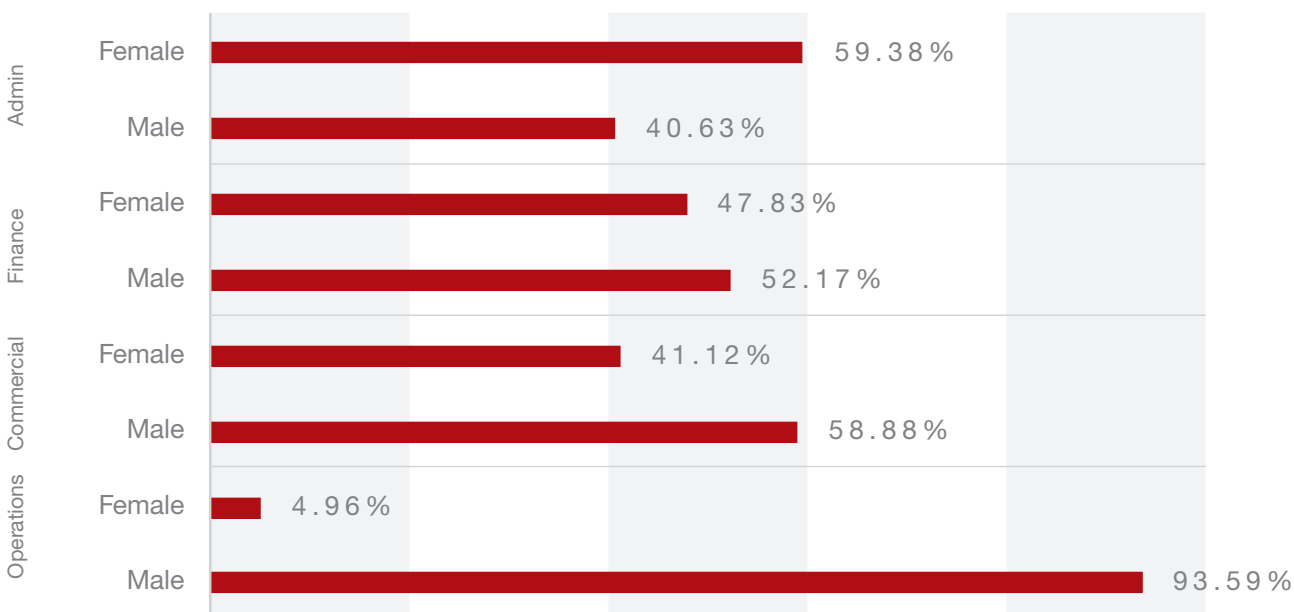
Wienerberger is committed to creating a diverse and inclusive workforce. We recognise the importance of diversity and how this can contribute to creating higher performing teams and overall business success. We are confident that our Gender Pay Gap does not reflect an equal pay issue nor is it related to paying males and females differently.

Our Gender Pay Gap is significantly higher than that reported last year and is in fact the highest reported since reporting was introduced. To some extent this was expected, for the reasons given in previous reporting related to how the bank holidays fall in relation to the snapshot date and the treatment of bank holiday pay element amongst those employees who work shifts. Payment in lieu of or enhanced pay for bank holidays again fell within the pay period for the snapshot date (due to the date of Good Friday in 2020), inflating the hourly rate amongst a population that is overwhelmingly male. This will be the case in the majority of years and so in most reporting our Gender Pay Gap will be skewed.

What was more unexpected was the impact of the COVID-19 pandemic on our Gender Pay Gap. The proportion of employees furloughed across the business on the snapshot date was 80.87%, which meant they were out of scope of the reporting criteria. Given the fact that a higher percentage of the male workforce (82.42%) was furloughed than the female workforce (72.02%), we may have expected a positive impact on the pay gap. However, the approach taken to pay for weekly paid skeleton staff used the holiday pay calculation, based on P60 earnings, inflating the normal hourly rate during the period of the snapshot date.

We recognise that regardless of external influences, we do still have a gender pay gap and the reasons for this remain complex and to a certain extent outside the control of the Company. The industry we operate in is heavily male-dominated and this is reflected in the demographics of our operational areas. We also have long service and therefore there is a hangover from the legacy perception of the industry and workforce profile. Whilst the gender split is less heavily weighted in other areas, the fact that the volume of employees work within the Operations division continues to have the biggest impact on our Gender Pay Gap Reporting.

We can see on the graphs below, the percentage split of males and females per Division and then further split to show percentage on full pay, furlough and other reduced pay as at the Gender Pay Gap Reporting snapshot date of 5 April 2020:



Part-time work has a direct impact on the Gender Pay Gap, as evidenced in previous reporting across a range of companies and Wienerberger is no different, with the majority of part time roles held by women. Although the number of part time roles in scope for the 2020 reporting is significantly lower due to the impact of furlough, those that remained in scope were roles held by female employees.

The other main factor is the low proportion of women in senior roles; although this percentage has doubled in the period between the 2019 and 2020 snapshot dates, it remains low as a proportion of the overall senior team. The majority of these roles will have remained in scope of the reporting as the majority of the senior team remained in work during the furlough period and so the low proportion of women in these roles will continue to impact the Gender Pay Gap. It may however have had some positive impact on the bonus pay gap, which has decreased between 2019 and 2020.

Gender Pay Gap Reporting - Action Plan

In previous years our Gender Pay Gap reporting has been aligned to the reporting deadline, rather than the snapshot date, meaning that any action plan defined is out of step for the following year's reporting.

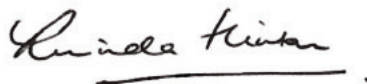
The intention for the 2020 reporting was that we would draft this in June 2020, with a forward- looking action plan that we could report on in real time (rather than backwards looking as has been the case with the timing of previous reporting). The impact of the Coronavirus pandemic meant that we were unable to do this as Government guidance on what the reporting for 2020 would look like (given that the snapshot date fell in the lockdown period, when a significant number of employees were furloughed) was not available until the beginning of 2021. In actuality, no changes have been made to the criteria for the reporting as a result of the circumstances of the pandemic.

We will therefore be moving production of the report closer to the snapshot date for the 2021 reporting, so that the action plans are more meaningful and will therefore be drafting this in June (producing two reports in quick succession). Business as usual going forward will mean doing our reporting in June so we have time to impact the following year's figures.

Our ongoing action plan will therefore be covered in the 2021 Gender Pay Gap Reporting.



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Keith Barker
Managing Director



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Lucinda Hinton
HR Director

March 2021