



2022 GENDER PAY GAP REPORT



Connect with us



OUR DIVERSITY, EQUITY & INCLUSION APPROACH

PASSIONATE AND INCLUSIVE GLOBAL TEAM

We are committed to creating a passionate and inclusive global team. This means creating equity in the workplace to empower everyone to be their best and reach their full potential. As a result, we will attract and retain a diverse and talented team to drive our business forward.

GLOBAL STRATEGY WITH LOCAL FOCUS

We have a global team dedicated to Diversity, Equity & Inclusion topics and operate a Diversity, Equity & Inclusion taskforce in the UK to address diversity as a wider topic, including gender aspect.

INVESTMENT IN TRAINING

Since 2015 we have trained all our people on “Beyond Bias” to address subconscious bias in decision making & continue this initiative to emphasize the importance of Diversity, Equity & Inclusion principles through learning.

PEOPLE-ORIENTED POLICIES

We continue to follow our Policies to support our team members in achieving a good work-life balance and at every stage of their career and personal life, such as part-time hours, condensed hours and sabbaticals. We also offer time-off for study, bereavement, medical treatments as well as the opportunity to purchase additional holidays and “special” days off for important life events such as getting married or moving to a new house. For prospective parents, we offer 18 weeks full paid maternity leave and equal shared parental leave, and for those undergoing fertility treatment, we offer up to 4 days additional leave.



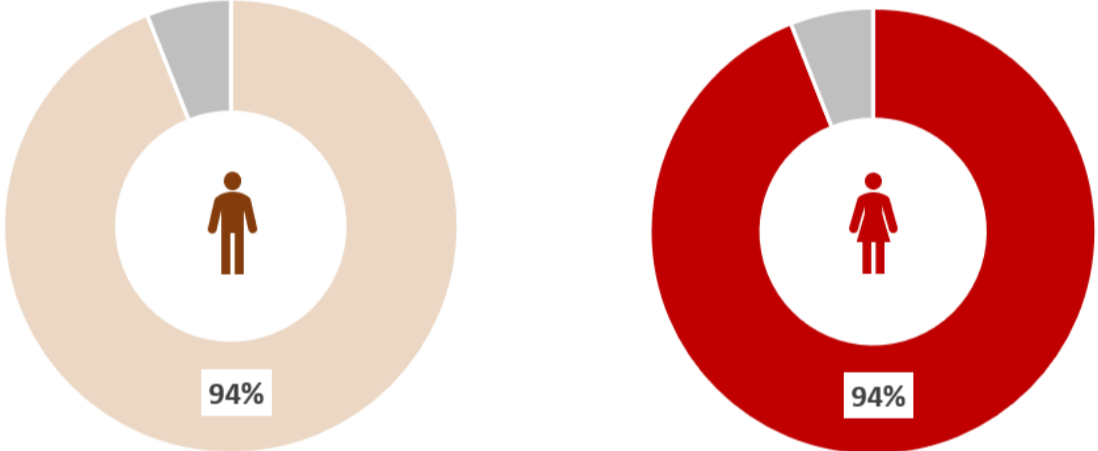
2022 GENDER PAY GAP REPORT: STATUTORY DISCLOSURES

A QUICK LOOK AT THE HEADLINES

	Mean*	Median**
Gender pay gap (based on hourly pay)	0%	0%
Gender bonus pay gap	28%	44%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date of April 5th, 2022. It also captures the mean and median difference between bonuses paid to men and women at Hilti (Gt. Britain) Ltd in the year up to 5 April 2022.

The proportion of colleagues awarded a bonus

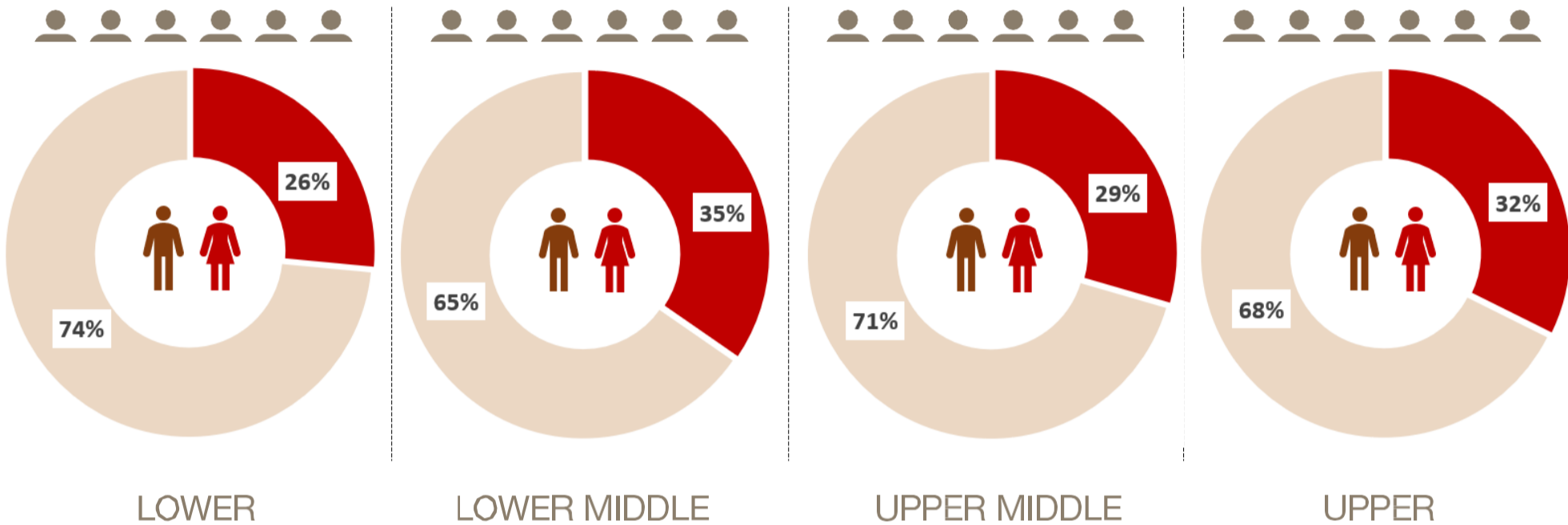


Our analysis shows us that the main factor influencing this metric is the fact that bonus is not paid in years where employees commence employment after October of the year before. For the snapshot date in this report, which is April 5th, 2022, those who commenced employment between October 2021 and April 2022 received no bonus. However, according to our Policies all bonuses eligible employees receive their bonuses on time, without any difference due to gender factor.

*Mean = "average" where you add up the total salaries and divide by the number of men or women.

**Median = "salary in the middle when all salaries are sorted from the lowest to the highest"

Proportion of colleagues in each hourly paid quarter



These are all employees ranked from the lowest to the highest hourly paid and then divided into four quarters to understand the gender split of employees in each quarter.

Statutory disclosures continued overleaf >



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UNDERSTANDING THE GAP

Analysis of our gender bonus pay gap shows that it is largely driven by two key factors:

- There are more men in senior higher-paid roles within the business
- There is a much higher proportion of women working part-time which affects the bonus gap

We are confident that men and women are paid equally for doing equivalent jobs across our business (that's confirmed by 0% gap in Gender pay gap (based on hourly pay) analytics) and we continue to take action to address any gaps and make sure our Policies and practices are fair and consistent. This includes actively reviewing decisions around our annual performance, Merit and Bonus programs.

DIVERSITY, EQUITY & INCLUSION STRATEGY

Diversity, Equity & Inclusion is embedded into our global corporate strategy, we recognise the best way to achieve our goals is to have a diverse work force.

We carry out an annual job evaluation and benchmarking exercises with our global colleagues, measuring our overall Reward performance against the market. This allows us to develop a strong and equitable Pay Policy to ensure that our people receive equal pay for the same work or work of equal value whatever their gender, generation or global nationality.

The proportion of part time jobs filled by colleagues

