



2019 Gender Pay Report



WELCOME TO OUR GENDER PAY REPORT

As the global leader in kitchen appliances I am very proud that our diverse team continues to positively impact the lives of millions of UK families every year. At Whirlpool Corporation, we value all our people, regardless of any visible or invisible diversity. In fact, it is these differences, as well as our unique backgrounds and experiences, that provide the diversity of thought, great ideas, and innovation needed to grow our business. That is why we strive to create an inclusive culture that celebrates and values our diversity, and the difference it can make to our employees, our consumers, and our communities.

Our values of respect, integrity, inclusion and diversity, teamwork and the spirit of winning are the driving force behind everything that we do. This includes ensuring that everyone in our business, regardless of gender, has the opportunity to grow and develop their career with us through structured programmes that benefit everyone. This delivers a passion throughout the business that enables us to continue to earn trust and create demand for our brands.

I confirm that the data published in this report is accurate. It shows we have made many positive improvements and is something that my team and I are committed to continue in the coming years.

A handwritten signature in black ink that reads "Andrzej Tuleja". The signature is fluid and cursive.

Andrzej Tuleja
General Manager
Whirlpool UK Appliances Ltd

The Whirlpool Corporation logo, featuring the word "Whirlpool" in a bold, black, sans-serif font. A yellow swoosh underline is positioned under the "i" and "l". Below "Whirlpool" is the word "CORPORATION" in a smaller, black, all-caps, sans-serif font.

2019 GENDER PAY STATISTICS (snapshot pay period 5th April 2019)

Difference in Mean Pay	11.8%
Difference in Median Pay	17.9%
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Difference in Mean Bonus	-5.1%
Difference in Median Bonus	16.7%

DIFFERENCE IN BONUS PAYOUT (based on 12 months period from 6th April 2018 to 5th April 2019)



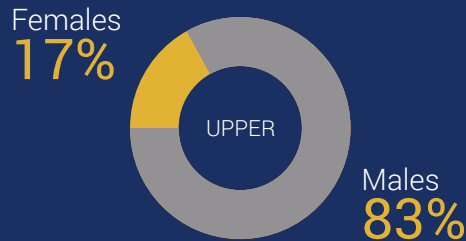
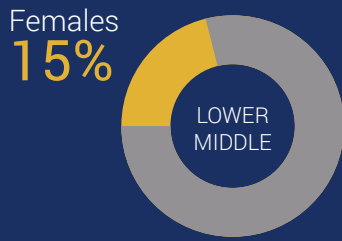
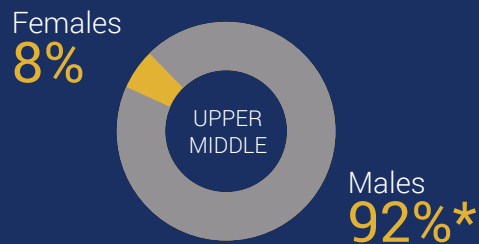
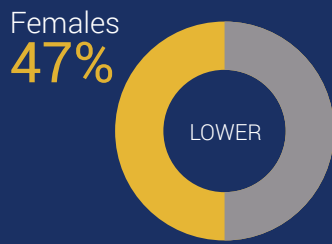
78%
of women
received
a bonus*



87%
of men
received
a bonus*

*A bonus is defined as a sales bonus, performance incentive or company profit share scheme.

QUARTILE RANGES (percentage of gender according to salary brackets)



*Upper Middle Quartile: mainly engineers and drivers roles on the field.

In analysing our statistics in granular detail it is clear that our gender pay gap is not due to unequal pay for comparable roles. In fact it is driven by a higher proportion of men currently employed in traditionally male-dominated roles such as electrical and gas trained service engineers. These form a significant portion of our workforce and are roles that are typically higher paid as shown in the middle quartile data.



LOOKING TO THE FUTURE



We continue to work hard every day to ensure we reflect an organisation that is both balanced and flexible as this brings numerous benefits for all our people and our consumers.

For example, during 2019 we introduced a programme of smart working for our colleagues that enables many of them to work at home or away from the office for 4 days per month giving much greater flexibility. This has proven to be particularly beneficial for those with a family in managing childcare commitments whilst also delivering improvements in organisational effectiveness and efficiency.

Our recruitment strategy is designed to seek the very best candidates from those already in the organisation. This was also supported with the launch of EMPOWER, a 9 month accelerated development programme designed to encourage and promote highly talented women from within Whirlpool to enable them to explore the wide range of leadership opportunities available. This has led to more women in senior positions within the UK management structure which is validated by the improvements in our data compared to previous years.

These are just a few initiatives that recently enabled us to be named as a Top Employer in the UK for the 3rd year running.

But whilst we have made some significant progress in recent years we know that this is a journey where we strive to improve so that Whirlpool Corporation continues to be a great place to work for everybody.

Whirlpool UK Appliances Ltd
Morley Way, Peterborough, PE2 9JB

[2017 Gender Pay Report](#)

[2018 Gender Pay Report](#)

