

Gender Pay Gap Report 2021 – Max Spielmann Limited

Max Spielmann Limited employs some 799 colleagues across the UK and is part of Timpson Group. Since Timpson’s acquisition of Max Spielmann in December 2008, Max Spielmann has remained committed to enabling all colleagues to reach their potential whilst feeling they can also be themselves at work. We fully recognise that we are all *different* and the value of teams purposefully comprised to include and demonstrate the different perspectives brought about by colleagues working in a culture of diversity and inclusion.

Reporting on our gender pay gap serves as an important aide to our collective effort in improving gender diversity at every level and throughout our business. In addition to our long-standing work in providing work experience and real work opportunities, through our Timpson Foundation, for male and female ex-offenders, we have used our analysis from our gender pay gap reporting to recruit and promote more women into those roles where our gender pay gap is driven by a higher proportion of men.

Max Spielmann was again significantly impacted by Covid-19 and the subsequent national lockdown of January 2021, during which we supported all colleagues, including those who might ordinarily have been absent due to family leave or unpaid leave, by paying the top up to furlough to enable colleagues to continue benefiting from their full basic pay. The impact of supporting our colleagues by topping up their furlough pay has an impact on our Gender Pay figures.

What is the Gender Pay Gap?

Our report on gender pay and bonus pay gap follows the latest methodology set by the UK Government comparing the hourly rates of pay between our male and female colleagues regardless of their roles, as at 5th April 2021. Gender pay gap analysis is different from equally pay. Equal pay is concerned with men and women receiving equally pay for the same or similar work of equally value, a principle that is followed throughout our business. The gender pay gap is concerned with showing the difference in the average hourly earnings of men and women regardless of their roles across the business.

Our Results

Gender Pay and Bonus gap – the table below shows Max Spielmann’s mean and median hourly gender pay gap as at 5th April 2021 and it also shows the bonus gap for the 12 months to 5th April 2021

| | 2021 | 2021 | 2020 | 2020 |
|--|--------------|---------------|-------|--------|
| | Mean | Median | Mean | Median |
| <u>Max Spielmann Gender Pay & Bonus Gap</u> | | | | |
| Difference between men and women | | | | |
| Gender Pay Gap | 4.4% | 0% | 1.6% | -0.4% |
| Gender Bonus Gap | -3.8% | -4.6% | 15.7% | 25.1% |

The bonus and pay gap figures above show the difference between average hourly and bonus pay levels for women at Max Spielmann as defined in the regulations. The positive percentage figure shows the degree to which women earn on average less per hour than their male counterparts.

Everyone in Max Spielmann is eligible to participate in our bonus scheme. Our bonus gap is influenced by our gender mix of branch and field management roles, where men make up just 28.7% of the Max workforce.

Proportion of male and female colleagues receiving bonus pay

| | <u>2021</u> |
|---------------|-------------|
| Female | 98% |
| Male | 95% |

Pay quartiles – this table shows the proportion of males and females across Max Spielmann in four equally sized groups, with each quartile containing 199 colleagues, sorted by level of pay ranging from quartile 1, which shows the lowest paid colleagues to quartile 4, which includes the highest paid colleagues.

| | Lower Quartile | Lower- middle Quartile | Upper middle Quartile | Upper Quartile |
|---------------|---------------------------|---------------------------------------|--------------------------------------|---------------------------|
| | 2021 | 2021 | 2021 | 2021 |
| Female | 69% | 74% | 79% | 63% |
| Male | 31% | 26% | 21% | 37% |

Max Spielmann employs far more females than males, including the top pay quartiles of our business. However, we continue to analyse and review the findings of our Gender Pay Gap report.

Our plan for 2022

We remain committed to continual review of the organisation’s recruitment processes to ensure fair hiring practices and noting the opportunities emerging from our mentoring programme. In addition, we have sought the view of our colleagues to better understand the diversity of our colleague population, by asking them to voluntarily disclose their personal diversity information, including gender. The information provided will help us to better identify areas for improvement and allow for more inclusive decision making. We know there is more to do and remain excited about the continuing challenge.

I confirm that our data in this report is accurate.



Paresh Majithia
Finance Director