

Gender Pay Gap Report 2022 – Max Spielmann Limited

Max Spielmann Limited employs some 929 colleagues across the UK and is part of Timpson Group. Since Timpson's acquisition of Max Spielmann in December 2008, Max Spielmann has focussed on inclusion and colleague happiness, recognising the importance these factors play in enabling our colleagues to reach their potential at work. We are proud of our upside-down culture which encourages all colleagues to acknowledge being different and be their true selves at work. We are sincere in our welcome and passionate in our celebration of diversity.

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

What is the Gender Pay Gap?

Our report on our gender pay and bonus pay gap follows the methodology set by the UK Government's Gender Pay Gap Regulations and compares the difference in the average hourly rates of pay between our male and female colleagues regardless of their roles from the newest colleagues to our most senior executives. It is based on a snapshot of 5th April 2022. Gender pay gap analysis is different from equal pay which is concerned with men and women receiving equal pay for the same or similar work of equal value, a principle that is followed throughout our business.

The regulations set out two ways to measure the gender pay and bonus gap

- 1. Mean pay and bonus gap** – where the difference is between the average hourly rate of pay for our female colleagues compared to the average hourly pay for our male colleagues across the company. This is arrived at by adding up the hourly rate of pay (or annual bonus) for our female colleagues and dividing this by the total number of female colleagues and doing the same for our male colleagues.
- 2. Median pay and bonus gap** – where the hourly rate of pay (or annual bonus) for our female colleagues, and then for our male colleagues, is listed from the highest paid to the lowest paid regardless of role. The median pay is the difference between the hourly rate of pay for the middle-listed female colleague and the hourly rate of pay for the middle-listed male colleague.

Our Results for 2022

Gender Pay and Bonus gap – the table below shows Max Spielmann’s mean and median hourly gender pay gap as at 5th April 2022 and it also shows the bonus gap for the 12 months to 5th April 2022

	<u>2022</u>	<u>2022</u>	2021	2021
	<u>Mean</u>	<u>Median</u>	<u>Mean</u>	<u>Median</u>
<u>Max Spielmann Gender Pay & Bonus Gap</u>				
Difference between men and women				
Gender Pay Gap	0.1%	0%	4.4%	0%
Gender Bonus Gap	7.5%	-4.8%	-3.8%	-4.6%

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

Our results evidence the significant progress made since our last report in tackling our gender pay gap, a result we will continue to improve upon.

The statutory calculation does not allow for full-time equivalent normalisation and as our mean gender bonus gap is influenced by there being more males in senior support roles, men making up 31% of the Max Spielmann workforce. However, we have a greater proportion of female colleagues receiving bonus pay compared to male colleagues and our median bonus gap has also improved, whilst we also see a higher representation of female colleagues in the upper quartile of pay and less female colleagues in the lower quartile.

The table below shows the proportion of men and women who received a bonus. It also shows the availability of bonus for those at work.

Proportion of male and female colleagues receiving bonus pay

	<u>2022</u>
Female	91%
Male	88%

Pay quartiles – the next table shows the proportion of male colleagues and female colleagues across Max Spielmann in four equally sized groups, with each quartile containing 232 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 2022	Lower- middle Quartile 2022	Upper middle Quartile 2022	Upper Quartile 2022
Female	66%	69%	74%	68%
Male	34%	31%	26%	32%

Whilst Max Spielmann employs far more females than males, including the top pay quartiles of our business, it was good to see a percentage improvement in the upper quartile and a reduced percentage in the lower quartile. However, we will continue to build on the progress made and remain alert to the drivers of a gender pay gap

Our view on our pay gap.

Max Spielmann will always be a place where everyone is welcome and accepted. Our work to highlight and celebrate an inclusive and diverse colleague workforce will continue. We will look to take advantage of the Group’s major initiative for the progression of female talent into other parts of Timpson Group, where superstar female colleagues are now able to gain broader experience and therein enhance their prospects for career advancement through Project Kenwood.

Project Kenwood has contributed to our better understanding of how we can continue to review and improve career development for our female colleagues, whilst at the same time delivering valuable lessons on areas such as recruitment and succession planning. We have also seen the benefit of our multi-million pound investment into training, where the achievements of our first group of graduates, from throughout Timpson Group, has helped highlight female talent within Max Spielmann which might otherwise have escaped us.

2023 will see us benefit from our considerable investment in technology and provide safe encouragement for colleagues to voluntarily disclose personal diversity information that will improve not just the accuracy of information on and about colleagues but assist in our inclusive decision making.

I confirm that our data in this report is accurate.



Paresh Majithia
Finance Director