



## UK Gender Pay Gap Reporting 2020

The 'Gender Pay Gap' shows the difference in the average pay gap between men and women within the Hubbell U.K. Ltd entities as at the 'snapshot date' of 5<sup>th</sup> April 2019.

### Calculations

Calculations	2020
1. Mean Gender Pay Gap	19.7%
2. Median Gender Pay Gap	17.6%
3. Mean Bonus Pay Gap	54%
4. Median Bonus Pay Gap	16%
5. Proportion of males & females receiving a bonus payment as a % of workforce	Females = 6% Males = 15%
6. Proportion of males & females in each quartile band:	
Band A (<25%)	Females = 31% Males = 69%
Band B (26% - 50%)	Females = 20% Males = 80%
Band C (51% - 75%)	Females = 25% Males = 75%
Band D (>75%)	Females = 11% Males = 89%

### Narrative

"This submission reflects the Gender Pay Gap of Hubbell U.K. Ltd. at the snapshot date of 5<sup>th</sup> April 2019 and has been compiled in line with regulatory requirements. Gender Pay Gap is noted as being a general measurement of workforce profiling and is not the same as Equal Pay which compares males and females doing similar work".

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1<sup>st</sup> April 2020