



HUBBELL GENDER PAY GAP REPORT 2023

The 'Gender Pay Gap' shows the difference in the average pay gap between men and women within the Hubbell UK Ltd entities as at the 'snapshot date' of 5th April 2022.



Calculations	2022-23
HOURLY PAY GAP	
Mean Gender Pay Gap	19.7%
Median Gender Pay Gap	15.7%
BONUS PAY GAP	
Mean Bonus Pay Gap	55%
Median Bonus Pay Gap	17%
Proportion of males & females receiving a bonus payment as % of workforce	Females 9%
	Males 17%
Proportion of males & females in each quartile band:	
Band A (<25%)	Females 25%
	Males 75%
Band B (26% - 50%)	Females 36%
	Males 64%
Band C (51% - 75%)	Females 18%
	Males 82%
Band D (<75%)	Females 14%
	Males 86%

The % represents the male value over the female value in each category.

This submission reflects the Gender Pay Gap of Hubbell UK Ltd at the snapshot date of 5th April 2022 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.