



2024

# Hubbell UK Gender Pay Gap Report

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 2024.



Calculations	5th April 2024 (Hubbell Limited)
1. Mean Gender Pay Gap	49.4%
2. Median Gender Pay Gap	26%
3. Mean Bonus Pay Gap	56%
4. Median Bonus Pay Gap	40%
5. Proportion of males & females receiving a bonus payment as a % of workforce	Females = 12% Males = 33%
6. Proportion of males & females in each quartile band:	
Band A (<25%)	Females = 40% Males = 60%
Band B (26% - 50%)	Females = 26% Males = 74%
Band C (51% - 75%)	Females = 27% Males = 73%
Band D (>75%)	Females = 0% Males = 100%

The submission reflects the Gender Pay Gap of Hubbell Limited at the snapshot date of 5th April 2024 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.