

Gender Pay Reporting

(Snapshot date 5th April 2024)



Introduction

CLAAS is an agricultural machinery manufacturer whose head office is based in Harsewinkel, Germany. The global operation of CLAAS employ circa 12,000 people. In the UK CLAAS operates four business units (as at April 2024): CLAAS UK Ltd, CLAAS Manns Ltd, CLAAS Eastern Ltd and CLAAS Western Ltd.

As an employer, by law, we are required to carry our Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).

The regulations state that we must report the following information:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males and females receiving a bonus payment
- The proportion of males and females in each quartile pay band

The Gender Pay Gap is the difference in pay between men and women spread across the whole organisation of CLAAS UK and our three dealers.

The data used to calculate our Gender Pay Gap information is based on pay data as at the required snapshot date of 5th April 2024.

The data used to calculate our bonus pay information is based on the 12-month period ending with the 5th April 2024 snapshot date.

What is the Gender Pay Gap?

The **mean** gender pay gap is the difference in the average hourly pay for women compared to men.

The **median** is the midpoint when you separately line up women's pay low to high and the same for men. The median pay gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

The median is a typically more representative figure as the mean can be skewed by a handful of highly paid employees. A larger difference between the mean and the median can be indicative of inequality at either end of the pay spectrum. However, usually the inequality is most marked at the top end of the pay scale.

Equal Pay vs Gender Pay Gap

Equal Pay refers to same pay for the same or similar work. Under the Equality Act it is illegal to pay people a different wage for the same job/comparable work because of gender.

Gender Pay measures the differences in earnings of men and women across the whole organisation. The Gender Pay can highlight where there may be barriers to women progressing to more senior or higher paid roles.

CLAAS UK operate an equal pay policy in regard to equal pay for equal work.

CLAAS UK (and linked dealerships) Gender Pay Gap Results

GENDER HOURLY PAY GAP



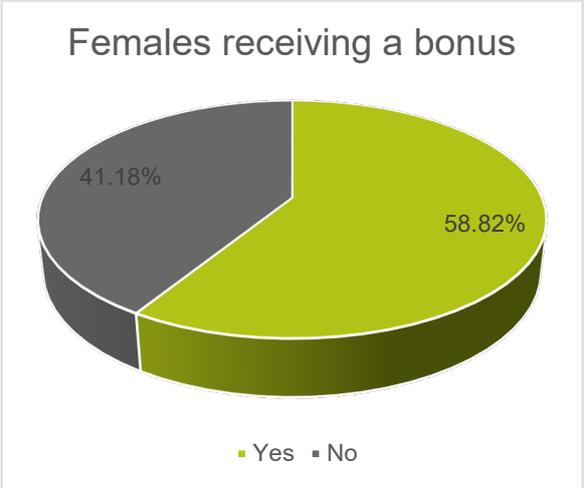
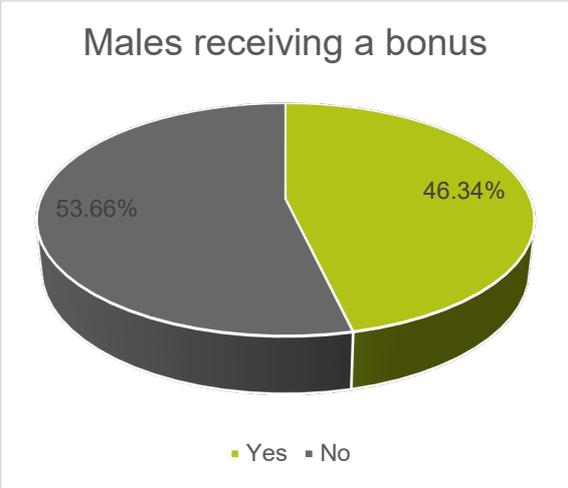
MEAN	MEDIAN
10.85% higher for men than women	13.21% higher for men than women

GENDER BONUS PAY GAP

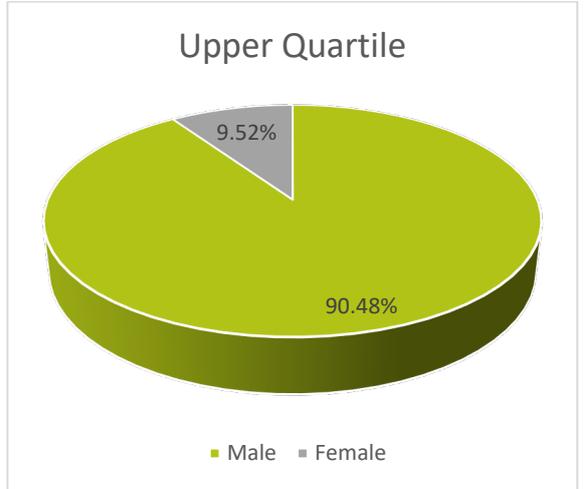
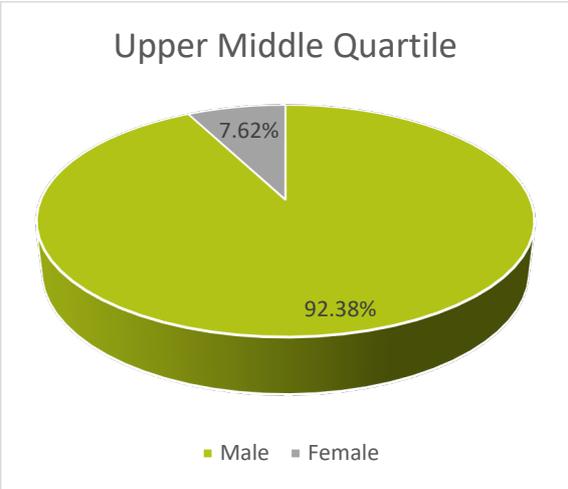
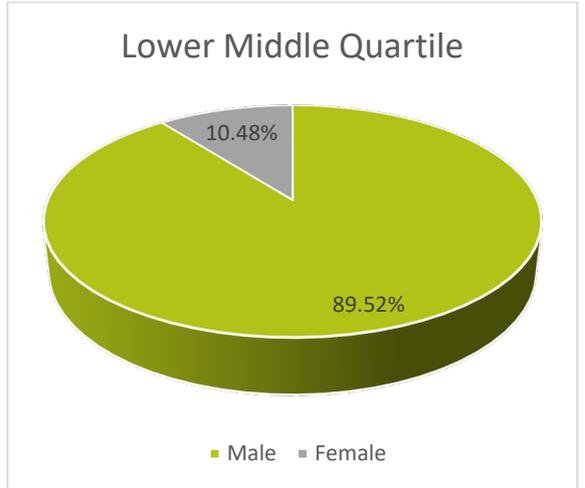
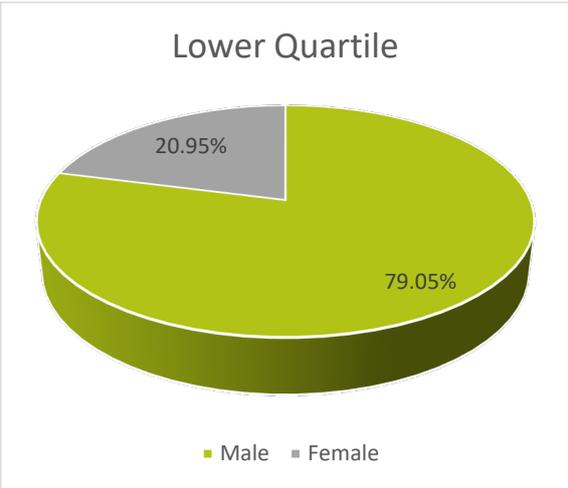


MEAN	MEDIAN
37.45% higher for men than women	26.58% higher for men than women

PROPORTION OF MALE AND FEMALE EMPLOYEES WHO RECEIVED A BONUS



THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND



Understanding our gender pay gap data

Our population of employees consists of circa 12.14% female and 87.86% male. This statistic remains typical of the agricultural industry.

Our business is to sell and service agricultural machinery, with approximately a quarter of the workforce employed to sell service our machinery. This is traditionally an industry which is male dominant, and this will take time to change.

Pay

From last year our results show a further 3.3% female increase in the lower quartile pay band. This is a result of robust recruitment practices in our apprenticeship programme with an increase in female applications for customer facing roles.

In 2023 we had a 3% increase in the number of women in the upper quartile pay band. Encouragingly this has increased by a further 1.6% in 2024 which shows a steady improvement year on year.

Furthermore, our gender pay gap continues to be swayed by there being a greater proportion of men in the organisation. This is partly due to them being in higher level roles that are global and/or in roles that command a higher rate of pay. Due to these career paths our turnover across this population is lower than in other industries.

However, there are no barriers to female employees progressing into senior roles within the business.

Bonus

Company bonuses are awarded to both male and female permanent employees.

Proportionally, a slightly higher percentage of women receive a bonus than men. This can be down to the fact that the majority of our customer facing roles (e.g. engineers) are done by men. These roles are hourly paid and do not attract a bonus as part of the contract. Whereas we see females in more office-based roles which are annually paid and do attract a bonus as part of the contract.

We continue to see that the overall bonus amount is smaller for women as opposed to men. As with the gender pay gap our mean bonus pay gap is again a reflection of fewer females working in upper pay quartile positions (the greater the salary the higher the bonus payment). It is also because we have a male dominant sales team, which typically attract larger bonus opportunities. Lastly, most of our part time employees are women and the calculation for the bonus gap does not account for bonuses being pro-rated for part-time employees.

Our commitment

We are committed to employing the right person for the job regardless of gender, age, ethnicity, sexuality, disability and more. We have policies and procedures in place to support flexibility in the workplace.

We also provide the same opportunities for learning and development across all team members and pay additional compensation where appropriate for roles which hold health and safety responsibilities.

We support our teams by providing benefits to support their health and general wellbeing and have invested in introducing mental health first aiders into the business.

Declaration

We confirm that the information and data reported is accurate as of the snapshot date 5th April 2024.



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