

UK Gender Pay Report 2019: Kingfisher plc



Kingfisher is committed to being a fair and diverse employer and we welcome the greater transparency on this issue driven by the new gender pay regulations. We are focused on enabling all employees, regardless of gender, race, background or any other characteristics, to reach their full potential and believe that having a diverse workforce, with fair representation is strategically important and generates value for all our stakeholders. We are continuing to make progress and have included some of our current and future initiatives below.

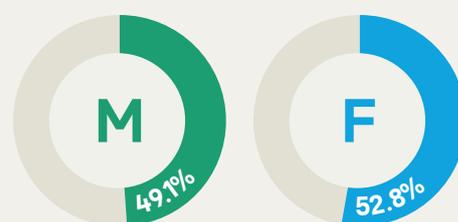
This report sets out our gender pay report for Kingfisher for 2019, prepared in line with the UK Government's methodology which requires reporting by each UK entity with over 250 employees. Kingfisher Group has five such entities. In addition, we are again voluntarily disclosing the gender pay gaps for the whole of Kingfisher in the UK. As we are working towards the same diversity and inclusion goals, we feel it is important for us to consider the results as a whole. In addition to setting out the key gender pay figures this report provides context as to the significance of the figures and the actions we are taking to improve them.

The table below shows Kingfisher Group's median and mean hourly gender pay gap (as at 5th April 2019) and bonus gap (for the 12 months to 5th April 2019).

Bonus and pay gap	Median	Mean
Hourly pay	1.1%	10.6%
Bonus	14.6%	39.9%

Proportion of employees receiving a bonus:

This diagram shows that broadly the same proportion of men and women received a bonus.



The above figures show the difference between average hourly and bonus pay levels for women at Kingfisher compared to men. For the pay gaps, a positive % indicates the extent to which women earn, on average, less per hour and a negative % indicates how much women earn more per hour than their male counterparts. The calculations above include all elements of pay as defined in the regulations. The mean pay and bonus figures are affected by the higher pay for our senior management, many of whom are male.

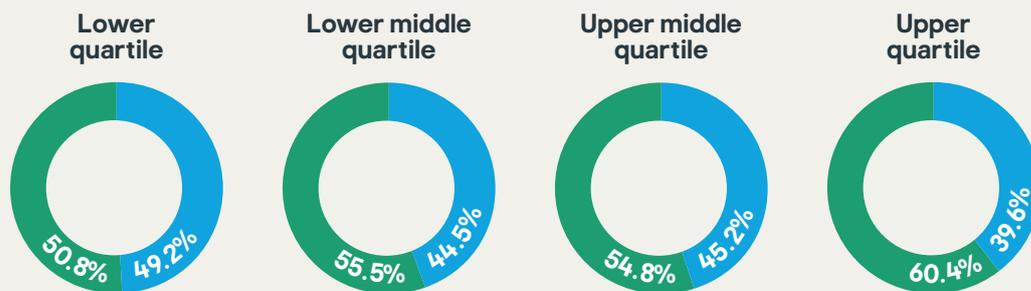
In contrast, the median gap reduces the impact of this and is therefore much lower at 1.1% and considerably below the national average and similar to last year.

We are confident that we have the right reward processes in place to enable us to pay people fairly, irrespective of gender. The proportion of women receiving a bonus in our organisation is broadly the same as that of men.

Pay quartiles:

These charts show the proportion of males and females across Kingfisher in four equally sized groups, sorted by level of pay.

M Male **F** Female



This analysis shows that our gender pay gap is driven by a lower level of female representation in senior roles within the Company.

Our planned approach to improve our gender pay gap

As outlined in previous years, we have taken several steps already to address the diversity of our workforce. As part of our efforts, we are continuing to:

- Review our recruitment processes and colleague experience to promote inclusive hiring practices;
- Look at more than just gender. We are working to ensure we have fair representation across different ethnicities and other characteristics;
- Raise the profile of diversity and inclusivity with our leaders and colleagues including incorporating additional metrics into the annual bonus.

Across our business we have robust and strong reward processes, maintaining these will support us in ensuring we are fair to all.

Kingfisher is committed to fairness across all aspects of our business. We also review the gender pay gap using a simplified methodology across all our geographies, and this data is used across the business when reviewing pay to ensure our reward is fair for all of our colleagues (i.e. not just those covered by the reporting regulation in the UK).

Kingfisher continues to review and develop our approach to achieving our diversity goals. It is a key priority for us that our colleagues have a good experience working at Kingfisher and we have a number of initiatives to improve how we hire people and how they can progress in their career at Kingfisher. These include the rollout of our Licence to Hire training, reviewing our family friendly and flexible working policies, establishing networks across the Group to support diversity and inclusivity, and we have rolled out talent programs across the Group to help leaders understand the importance and benefits of building inclusive teams.

Set out below are the gender pay figures for each of Kingfisher Group's five entities. The figures below follow the aforementioned methodology required by the UK Government. B&Q and Screwfix are our two UK retail operations. Kingfisher Corporate, Kingfisher International Products Limited and Kingfisher Information Technology Service (UK) Limited are smaller entities within the Group. The first employs primarily individuals in our corporate head office, the second in our Offer & Sourcing and Supply & Logistics business and the third employs individuals in our IT services business.

The gender pay gap within these entities is driven by differences in roles and representation across the business in line with the Group figures above.

As Kingfisher's largest entities, the figures for B&Q and Screwfix are discussed in more detail on their respective websites.

B&Q gender pay report

<https://www.diy.com/genderpayreport2019>

Screwfix gender pay report

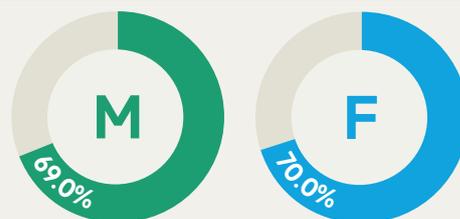
<https://www.screwfix.com/gender-pay-report>

The information contained herein is confirmed as accurate by Bernard Bot, Chief Financial Officer, Kingfisher plc.

Kingfisher International Products Limited

Bonus and pay gap	Median	Mean
Hourly pay	22.4%	28.4%
Bonus	43.8%	25.8%

Proportion of employees receiving a bonus:



Pay quartiles	Male	Female
Upper Quartile	68.5%	31.5%
Upper Middle Quartile	52.1%	47.9%
Lower Middle Quartile	45.8%	54.2%
Lower Quartile	39.4%	60.6%

B&Q plc

Bonus and pay gap	Median	Mean
Hourly pay	0.7%	7.8%
Bonus	11.4%	33.7%

Proportion of employees receiving a bonus:



Pay quartiles	Male	Female
Upper Quartile	58.0%	42.0%
Upper Middle Quartile	53.2%	46.8%
Lower Middle Quartile	56.9%	43.1%
Lower Quartile	49.6%	50.4%

Screwfix Direct Limited

Bonus and pay gap	Median	Mean
Hourly pay	1.5%	6.8%
Bonus	0.0%	41.9%

Proportion of employees receiving a bonus:



Note: in 2019, Screwfix moved the Annual Bonus payment date, so the proportion of employees receiving a bonus in the 12 months to 5th April 2019 significantly reduced vs. last year.

Pay quartiles	Male	Female
Upper Quartile	62.1%	37.9%
Upper Middle Quartile	59.6%	40.4%
Lower Middle Quartile	51.9%	48.1%
Lower Quartile	53.4%	46.6%

Kingfisher Information Technology Services (UK) Limited (KITS)

Bonus and pay gap	Median	Mean
Hourly pay	8.0%	12.8%
Bonus	31.0%	39.4%

Proportion of employees receiving a bonus:

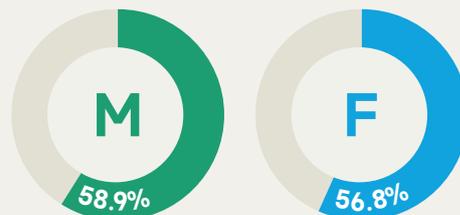


Pay quartiles	Male	Female
Upper Quartile	81.4%	18.6%
Upper Middle Quartile	71.9%	28.1%
Lower Middle Quartile	71.1%	28.9%
Lower Quartile	65.6%	34.4%

Kingfisher Corporate¹

Bonus and pay gap	Median	Mean
Hourly pay	29.3%	28.8%
Bonus	66.2%	43.6%

Proportion of employees receiving a bonus:



Pay quartiles	Male	Female
Upper Quartile	69.7%	30.3%
Upper Middle Quartile	47.7%	52.3%
Lower Middle Quartile	41.5%	58.5%
Lower Quartile	40.0%	60.0%

¹ The name of the legal employing entity is Kingfisher plc