



**28 February 2018**

### **Kingfisher plc publishes gender pay gap data**

Kingfisher plc, the international home improvement company, has today published its gender pay gap data in line with new government regulations, showing a median gap of 2.5% across the group in the UK. Kingfisher employs 34,000 people in the UK.

Kingfisher's median and mean gender pay gap are both significantly below the national average. The 2.5% median pay gap compares to a national average of 18.4%<sup>1</sup>, while a mean hourly pay gap of 9.6% compares with a national average of 17.4%. The proportion of women receiving a bonus at Kingfisher is broadly the same as that of men, leading to a median bonus gap of -0.1%.

In addition to publishing Kingfisher's gender pay gap data across the UK, we also report separately for different legal entities within our UK businesses, in line with regulations. These are B&Q, Screwfix, Kingfisher Information Technology Services (KITS) and Kingfisher Corporate, which is the company's head office.

The business has a clear action plan in place to make sure its recruitment process and employee experience help to recruit and retain women at all levels. It is trialling several initiatives, which include:

- Introducing 'returnship programmes' and reviewing parental benefits
- Making more senior jobs open to flexible working and reduced hours
- Ensuring recruitment panels are diverse to mitigate any unconscious bias
- Introducing leadership development programmes to support the building of inclusive teams
- Changing how the business writes job listing to appeal to a more diverse group of candidates

Kingfisher has also signed up to the 30% Club and is committed to its principles of better gender balance at all levels of companies.

#### **Alastair Robertson, Chief People Officer at Kingfisher said:**

"At Kingfisher, we are committed to being a fair and diverse employer and we are confident that we have the right reward processes in place to enable us to pay people fairly, irrespective of gender. We are proud of our strong representation of women at the most senior levels of our business but recognise that we have more to do. We have a clear plan in place to make sure we have better representation at all levels of our workforce, promote fairer hiring practices and improve career opportunities for all our colleagues."

For more information, please see Kingfisher's full gender pay report:

<https://www.kingfisher.com/genderpayreport2017>



[ENDS]

**Notes to editors**

[1] Source: ONS

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**About Kingfisher plc**

Kingfisher plc is an international home improvement company with over 1,200 stores in 10 countries across Europe, Russia and Turkey supported by a team of 77,000 colleagues. We operate under four retail brands - B&Q, Castorama, Brico Dépôt and Screwfix. We offer DIY and home improvement products and services to nearly six million customers who shop in our stores and through our digital channels every week. Our customers are everyone wanting to improve their home, as well as the experts and trade professionals who help them. We believe everyone should have a home they feel good about, so our purpose is to make home improvement accessible for everyone. [www.kingfisher.com](http://www.kingfisher.com)