

Ultimate Products

Gender Pay Report 2022-23

**ULTIMATE PRODUCTS PLC
GENDER PAY RESULTS 2022-23**

Ultimate Products is the trading name of Ultimate
Products UK Ltd & Ultimate Products PLC



A Message from the Board

At UP we want to provide a business that has a diverse and inclusive culture, where people are accepted for their differences and are treated fairly and equally. In doing so we believe this will create the best possible environment for everyone to succeed.

Our gender pay gap is just one of the ways in which we assess the progress we are making across our diversity agenda as we continue to evolve as our business grows.

One of our company values is to “strive to do the right thing” and providing fair pay and equal opportunities is something we feel strongly about.

Our business and the industry we work in is evolving to become a more diverse place to work that enables either gender to have the career that they choose.

We are pleased to be a business that is positively influencing this change across multiple job roles and areas of our business.

We are confident we are taking the right steps to close our gender pay gap and this will be seen further in the coming years.

We declare that the information presented in this report is accurate as of 5th April 2023.

Simon Showman
CEO

Overview

At UP we design, develop and supply an extensive portfolio of branded consumer goods across multiple retail channels.

It is our aim to provide *“beautiful and more sustainable products for every home.”*

As such, our workforce is made up of a wide range of job roles from warehousing and distribution, to sales, supply chain, buying, marketing, ecommerce, design and central back office support teams. Each of these areas have career opportunities within them and whom play a critical part to the overall success of the business.

Each of these teams are made up of both genders and we actively promote this within our recruitment plans and career progression opportunities.

Our current UK gender split is:

UP Employees	Male colleagues	Female colleagues
	48.05%	51.95%
Female leadership	Male Board members	Female Board members
	6	2

The Work So Far

We have already completed important actions to promote fair pay irrespective of gender, these include:

Our Recruitment Processes

Our internal recruitment and HR team cover our recruitment needs and our recruitment processes focus predominately on talent and less on previous experience, enabling an unbiased perspective on a persons suitability to complete a role. Instead we provide the same training and development opportunities for our new joiners in order for them to be a success in their chosen role/field.

Our Graduate Development Scheme

Most of our entry level office roles are recruited via our successful graduate scheme. The scheme offers a fixed salary structure for a 2 year initial period, with increases fixed at 6 month intervals. This offers a fair and consistent approach when deciding pay for each person, irrespective of gender.

Our Distribution Centre Salary Structure

In 2019 we introduced a standardised pay structure for our Distribution Centre teams based on job role and seniority to supervisory level. The structure fixed the hourly rate at a consistent level for each particular role, with the structure being assessed as a whole twice per year.

In 2020, we stopped the use of temporary agency workers for our DC roles and instead recruited everyone directly. Enabling greater control of employee benefits and pay.

The Work So Far

Our Annual Salary Review Process

Our annual salary review process covers all of employees. The review focuses on job performance and uses structured salary ranges per role and latest market information to determine any increases, ensuring consistency.

Women in Leadership

In 2018 we introduced a specific leadership group for our aspiring future women leaders to provide additional access to support, guidance and development opportunities. This has seen an increase in female leaders within our pipeline with females currently out performing males 2 to 1 in terms of internal job promotions

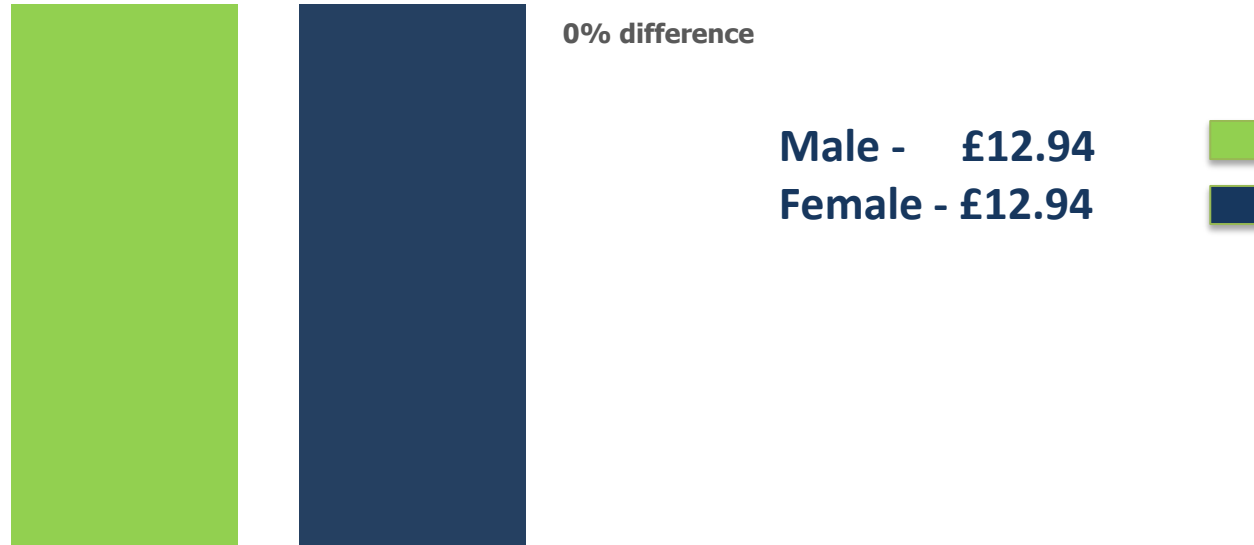
In 2020, two female Non Executive Directors also joined our Main Board of Directors.

In 2021, one female employee joined the Operating Board and 2 females joined the Senior Management Team.

In 2022, saw additional females join our Senior management team and senior sales team assisting with both gender balance in these areas and helping improve Gender mean hourly pay differential as these females are higher salaried employees

in 2023, saw additional promotions of females into senior positions, influencing the proportions of the upper and upper middle quartiles.

Median Gender Pay



Median Explained

Our median result is largely influenced by our Graduate and DC schemes and the salary bandings fixed within them. As such, this can fluctuate to a difference for either gender depending on when the analysis has taken place.

On this occasion, both genders were at the same 2 year stage of the Graduate scheme creating a 0% difference in Median gender pay.

However, we have set a target of maximum variation of 5% (either way) and this currently meets our target.

Our Quartiles

Quartile	Proportion Male	Proportion Female	Difference
Lower	55.84%	44.16%	11.69%
Lower Middle	41.56%	58.44%	16.88%
Upper Middle	41.56%	58.44%	16.88%
Upper	53.25%	46.75%	6.49%

Overview

On the snapshot date the majority of our UK job roles either featured in our Graduate Scheme or DC salary scheme structures due to significant recruitment drives in both areas.

With the Lower and Lower middle quartiles being totally made up of employees on these two schemes. As such, these schemes currently significantly influence our quartiles but both are generally well balanced for Gender.

The Upper and Upper Middle have seen gender balance improvements compared to last year where the difference in the Upper Quartile was 19.05% difference in favour of Males compared to 6.49% this year. This demonstrating that our progress on promoting and employing females in to more senior positions is now positively influencing our gender balance within the quartiles.

Our Quartiles Explained

Lower Quartile

This year we completed a significant recruitment drive for our Distribution Centre's (DC) to meet new operational demands. This increased the proportion of our DC Operative colleagues (our lowest paid role). The majority of the successful candidates were male due to the manual lifting involved, influencing the lower quartile.

Lower Middle Quartile

The majority of our lower middle quartile are colleagues who feature on our Graduate Development scheme or our DC Packing team. As such the quartile is heavily weighted towards females as we have seen a large influx of women being successfully recruited into these areas over the past year.

Upper Middle Quartile

As predicted, we are now seeing a larger proportion of females getting promoted into supervisory and managerial roles as they work through our leadership programme. As this continues, in the coming years, we expect this to further influence the Upper Quartile.

Upper Quartile

The upper quartile contains all of the company's directors, management, other senior roles and supervisory positions. Currently this is slightly male orientated but over the coming years we believe the pipeline of talented future female leaders will aid to positively balance this further. This is evidenced by the improvements already seen year on year from males being 62.13% (2021), to 59.25% (2022) and now 53.25% this year.

This change is due to a series of female promotions into Director or Senior management positions and the recruitment of two females into senior positions within the year.