



Everyday  
cleaning  
products,  
**expertly  
made**

**McBride plc**

**Gender Pay Report  
2024**



## What have we seen during the reporting period?

In the UK our business meets the requirement to report on our gender pay gap.

Our median gender pay gap has increased by 0.9% since our 2023 report. This now stands at 8.4%. Our mean gender pay gap is 14.6%.

This has widened since our 2023 report, by 3.2%. The explanation for these changes is detailed later in the report.

Our median Gender Pay Gap remains below both the UK manufacturing median and overall UK median.

We recognise the positive impact we can have on our gender pay gap through continuing to build an environment that is inclusive, supportive, and flexible.

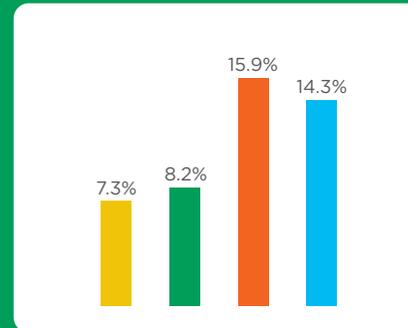
We want to encourage more women to work in the manufacturing sector over time, and we highlight relevant initiatives in this report that support this aim. In the latest reporting period, we have seen the following:

## Who we are

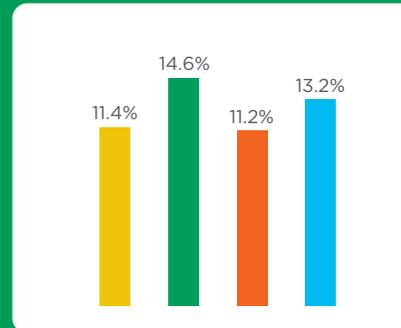
McBride is one of Europe's leading manufacturers of household cleaning & laundry products and the clear European leader for Private Label household products. Headquartered in Manchester, UK, with trading roots dating back to 1927, McBride boasts a strong heritage, operating across twelve countries, with 18 manufacturing facilities selling over 900 million units a year, employing over 3,000 people globally.

A leading value producer of everyday cleaning products, leveraging scale and unrivalled product expertise to deliver a segmented product and customer proposition with a cost-aware sustainability agenda. We operate through five divisions and several Group functions, and we are 'One McBride' with common values and guiding principles instilled across the organisation.

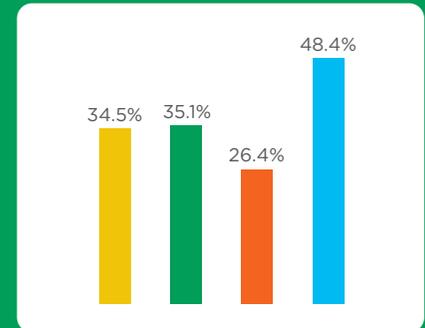
Median Gender Pay Gap



Mean Gender Pay Gap



Females in workforce



■ McBride 2023    
 ■ McBride 2024    
 ■ UK Manufacturing Industry    
 ■ UK overall

Overall, we are confident in our approach on pay as we continue to use an objective job evaluation methodology to ensure that all jobs are graded consistently across the Group regardless of incumbent.

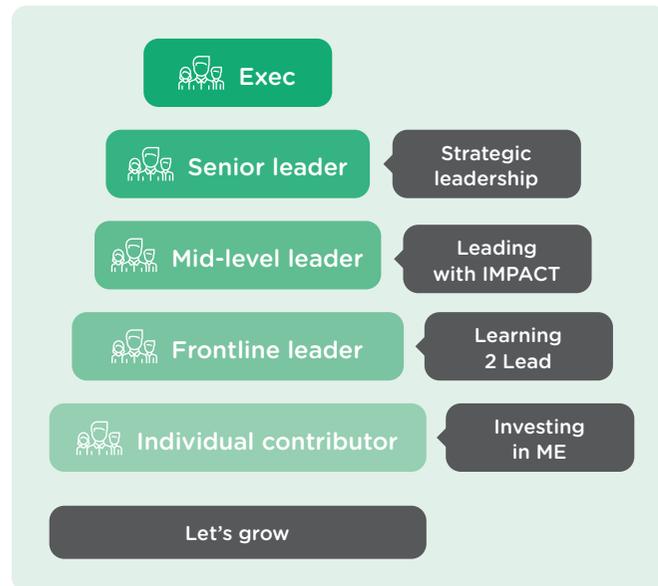
# How our culture supports our Gender Inclusivity

We recognise that recruiting, developing, promoting and retaining diversity amongst our colleagues is an important part of our commitment to build an inclusive culture within McBride.

## Learning

We have made a strategic investment in standardising and transforming our people systems. All colleagues have access to a digital learning platform consisting of over 900 courses, allowing colleagues to build broad, future-fit skills across a wide range of topics. This learning system is updated regularly and allows colleagues to access a broad range of career and learning opportunities at McBride.

We also continue to support and develop our 'Let's Grow' development framework. This framework consists of four programmes that support our colleagues to develop over time from individual contributor roles up to strategic leadership roles.



## Talent Planning

One of our core HR activities is talent management across all office-based roles. This process enables us to identify high potential colleagues more objectively throughout the business, which over time should contribute to reducing our gender pay gap. Using our people systems we are continuing to build on our Talent activities, including further analysis and development of the Talent outcomes across the business.



## Diversity, Equity & Inclusion

We ran a Diversity, Equity and Inclusion (D E & I) campaign during 2023. This raised awareness of D E & I across all our locations with a "Did You Know..." focus, including a range of learning material for colleagues, covering topics such as Ethics, Curbing Bias and Cultural Diversity.

As a business we committed to ensuring all senior leaders attended a DE&I Awareness programme in late 2023/early 2024. This was a half day learning journey which created discussion and focus for future activities. During the next financial year the business will continue to set our D E & I vision, through further awareness training in all locations (including specific targeted training such as external "Women in Leadership" courses), whilst remaining appropriate and respectful to the relevant culture.

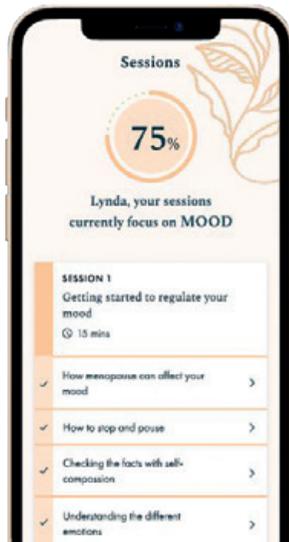
In late 2023 we launched a new employee survey tool. During 2024, we will be using this to complete an engagement survey on D E & I. This will survey all colleagues to understand how they view D E & I within McBride, and allow us to take further targeted action to increase our D E & I engagement with colleagues.



# How our culture supports our Gender Inclusivity continued

## Menopause Support

In October 2023 we launched an app in the UK to support colleagues with menopause. The app helps colleagues with free, personalised menopause support and information to manage symptoms discreetly and confidentially. The app also helps to raise awareness of menopause across all colleagues, to ensure that managers and team members can support their team accordingly. The app is an example of our commitment to recognising the diversity of our workforce and supporting colleagues with important life changes.



## McBride Cares

McBride supports all colleagues with a comprehensive Employee Assistance Programme which is in place to offer 24 hour support / 365 days per year to colleagues and their families in dealing with lifestyle, physical or mental health issues.

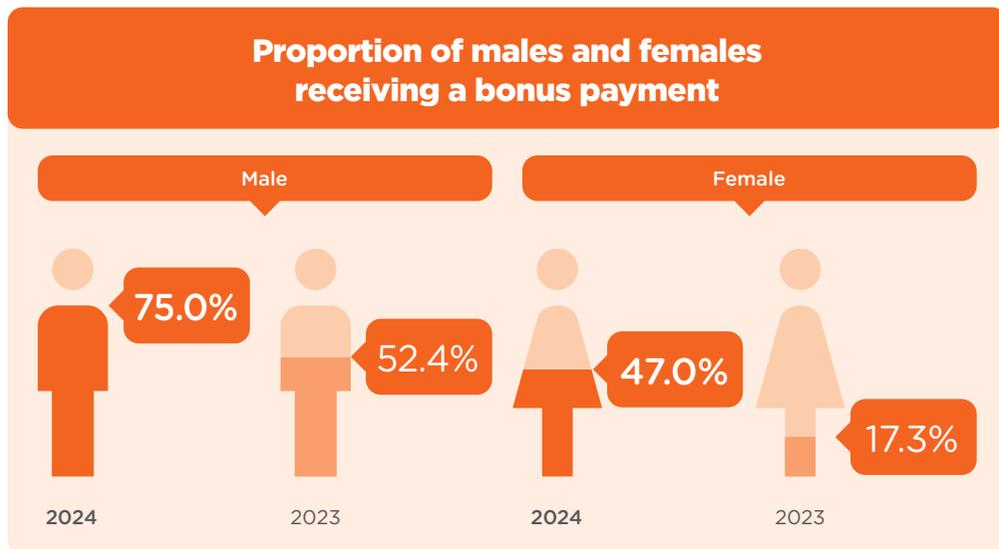
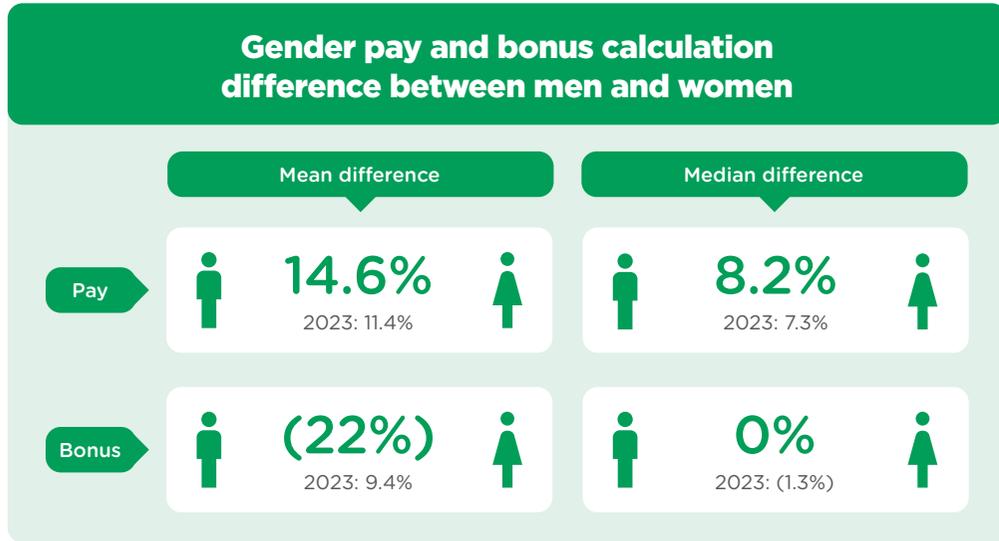
The McBride Cares logo is displayed in a white box. To the right of the text is a red heart graphic with a textured, knitted appearance. Below the heart is a dark shadow.

## Cultural Awareness

Our site Engagement Teams have carried out a number of activities around raising awareness of different cultures and perspectives. These activities help our colleagues to respect our differences and help our teams to understand how to approach their day-to-day work in the most inclusive way. Topics covered include Diwali, National Storytelling Week, LGBT+ History Month and Time To Talk Day.



# Calculations<sup>1</sup>



- The mean difference for pay is 14.6% which has increased by 3.2% since last year.
- The mean difference for bonus has however improved by 31.4%, sitting at -22% this year.
- The sample size of our UK business is relatively small compared to other UK companies and as such the outcome of the mean calculations can fluctuate year on year. This year the median difference for pay remains lower than our mean difference at 8.2% (an increase of 0.9% since last year) and the median difference for bonus is 0%, which shows a small year-on-year decrease.
- The main contributing factor to there being a difference in the percentage of male and female bonus receivers is that our site-based operational roles are eligible for a productivity bonus and there are proportionately more men than women in these roles. As a consequence, there are more male 'bonus receivers' as a whole inclusive of our office-based colleagues. At McBride, all bonus and incentive scheme criteria and eligibility is rules-based and does not depend on gender.
- The changes in our bonus pay gap relate to a number of discretionary bonuses being paid in 2022/23, as our Short Term Incentive Plan did not pay out in that year. This resulted in proportionately more females receiving a bonus, and on average resulted in female bonuses being higher than males leading to a large improvement in our mean bonus gap. We expect this trend to reverse in next year's report.

1. Figures compare our current gender pay gap (calculated as at April 2023) versus those reported last year (calculated as at April 2022).

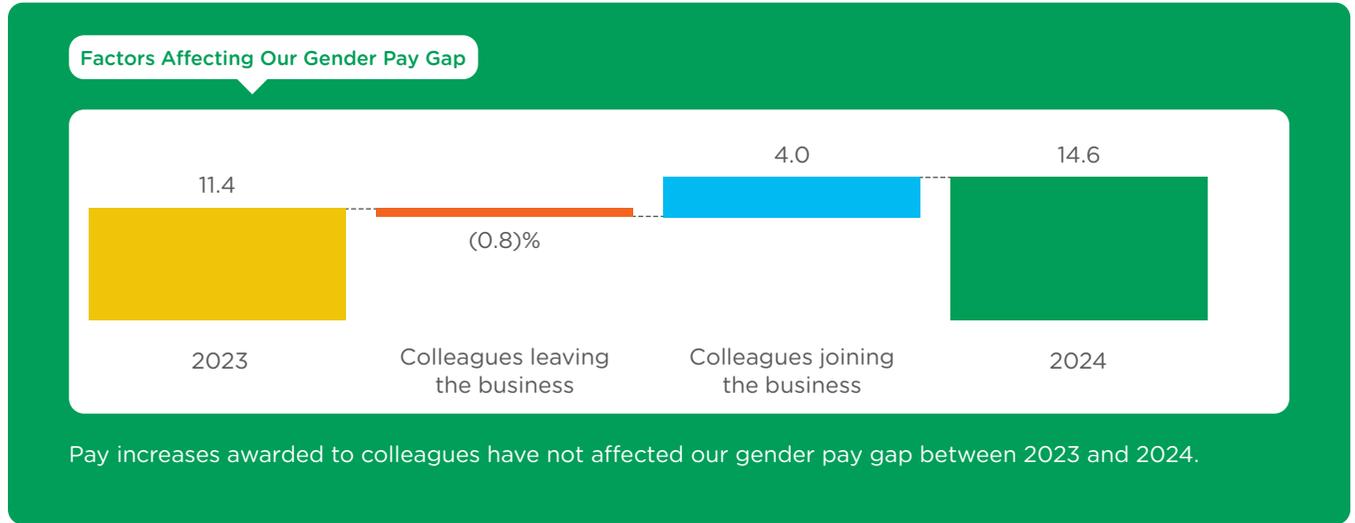
# Calculations continued

## Why our Gender Pay Gap has changed

As noted our UK business is a small part of our global operations and our corporate head office is based in the UK, meaning that the majority of the higher salaries within the corporate group are earned in the UK. Combined, this means that individual colleague changes can have a material impact on our gender pay gap, as highlighted below.

The increase in our gender pay gap is largely due to the hire of several senior males across various parts of our business. The single largest impact is the creation of our new Transformation team, which resulted in several senior males being hired into our business.

McBride's policy is to recruit and promote employees on the basis of their suitability for the job, without discrimination. We are confident that our recruitment processes were followed and that we selected the best available candidates for these roles during the period.



## Proportion of males and females in each pay quartile (%)



- At McBride we employ more men than women in the UK business as a whole which is also observed across each of the pay quartiles we report.

# Notes

## Gender Pay Gap Reporting:

Gender pay gap reporting became a statutory requirement in the UK from April 2017. Any company that has a legal entity employing 250 or more people in the UK must complete and publish six calculations to examine pay and bonus awards for men and woman to see if there is a difference. This report is dated March 2024 and in line with reporting requirements, reflects our gender pay gap position as of April 2023.

## Gender Pay Gap versus Equal Pay:

Equal Pay is about a man and a woman receiving equal pay for the same or similar job. Gender pay gap calculations look at the average pay across a company's entire UK population regardless of role type or grade.

## How do we calculate the mean difference for pay and bonus?

To perform a mean difference calculation we add all of the payments for women together and divide the sum of these by the total number of women, and do this same calculation for men. We then divide the difference between these two figures by the male figure and multiply by 100.

## How do we calculate the median difference for pay and bonus?

To perform a median difference calculation we order all of the payments for women from highest to lowest and select the payment at the middle of the group, and do the same for men. We then divide the difference between these two figures by the male figure and multiply by 100. The outcome of the median calculations for pay and bonus will typically relate to different people at the medians each year.

## Bonus receivers explained

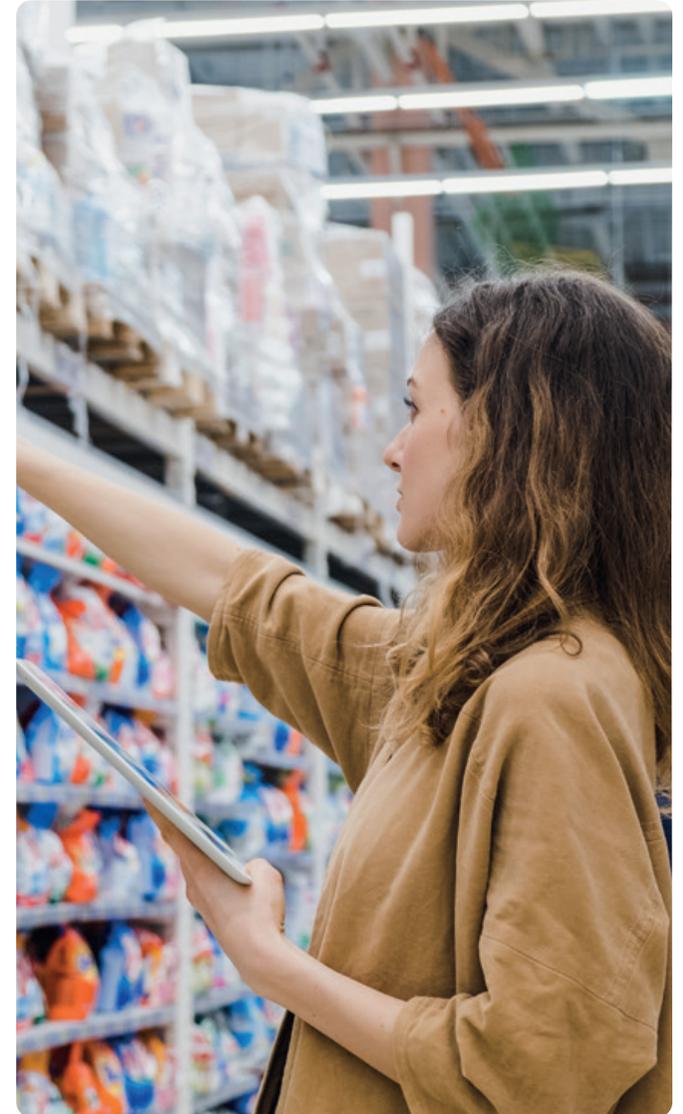
This calculation helps to determine what percentage of women and men received a bonus in the reporting period.

## What does the pay quartile calculation show us?

The hourly pay quartiles analysis combines women and men and places them in order of pay from highest to lowest. This helps to determine the proportion of men and women in each quartile, and identify potential areas of focus and levers for change.

## Jane Cronin

Chief HR Officer, on behalf of Robert McBride Limited.





**McBride plc**

Middleton Way

Middleton, Manchester

M24 4DP United Kingdom

Telephone: +44 (0)161 203 7401

[www.mcbride.co.uk](http://www.mcbride.co.uk)



McBride plc has been a leading contributor in the development of the A.I.S.E. Charter for sustainable cleaning and was the first Private Label company to achieve Charter status.



**FTSE4Good**

McBride plc has been accepted into the FTSE4Good Index Series of leading companies which meet globally recognised corporate responsibility standards.