

# AGA RANGEmaster

## Gender Pay Gap Report – 2025

We are an employer required by law to carry out Gender Pay Gap reporting under the Equalities Act 2010 (Gender Pay Gap information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings for men and women in our company. It does not involve publishing individual employee data.

We can use the results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded.

The challenge in our company and across Great Britain is to reduce any Gender Pay Gap identified. If you would like to discuss any aspect of this report further please contact Maxine Burgess, VP of Human Resources.

1	Difference in Hourly Rate of Pay - Mean	7.74%
2	Difference in Hourly Rate of Pay - Median	5.23%
3	Difference in Bonus Pay - Mean	-29.41%
4	Difference in Bonus Pay - Median	1.68%
5	Percentage of Male employees receiving bonus	66%
	Percentage of Female employees receiving bonus	62.2%

6	Employees by Pay Quartile	<b>Male</b>	<b>Female</b>
	Upper Quartile	78%	22%
	Upper Middle Quartile	78%	22%
	Lower Middle Quartile	80%	20%
	Lower Quartile	63%	37%

Our latest Gender Pay Gap analysis shows continued progress in reducing differences in hourly pay between male and female employees. The mean hourly pay gap has decreased to **7.74%**, and the median gap has reduced to **5.23%**, reflecting a significant improvement on last year's position. This positive movement is partly driven by an increase in the proportion of female employees across the workforce compared with the previous reporting period.

In relation to bonus pay, our data shows a **mean bonus gap of -29.41%**, indicating that, on average, female employees received higher bonus payments than male employees during the reporting period. The median bonus gap is **1.68%**, showing broadly comparable bonus outcomes for men and women. The higher average bonus for female employees is explained by the structure of the bonus schemes active during this period. Two bonus types were paid:

- a manufacturing attendance-based bonus, and

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- a sales bonus linked to achieving sales targets.

A greater proportion of female employees worked in sales roles, where bonus opportunity was higher, while a larger proportion of male employees worked in manufacturing roles, where the bonus payments were lower. This role distribution directly influenced the bonus gap in favour of female employees.

The proportion of employees receiving a bonus remained broadly consistent across genders, with **66% of male** and **62.2% of female** employees receiving a payment. Looking at pay quartiles, women continue to be under-represented across all quartiles, although representation is strongest in the lower quartile at **37%**. Female representation in the upper, upper-middle, and lower-middle quartiles remains at **22%**, **22%**, and **20%** respectively. This distribution reflects the ongoing demographic makeup of our workforce, particularly in areas with traditionally higher male representation.

We remain committed to promoting gender balance across all levels of the organisation. Over the coming year, we will continue to review our recruitment, progression, and development practices to ensure they support equal opportunities and improve female representation in higher-paid roles.

AGA Rangemaster is a vertically integrated business encompassing our Research and Development functions, purchase of raw materials, through a full manufacturing process and to the home delivery of our products to the home. To support our customer service proposition, we have a number of customer contact centres and 9 of our own retail stores.

Within the organisation, we have procedures in place whereby those in like or similar jobs are paid equally irrespective of gender. Where the company's disparity in pay is apparent, highlighted by the numbers above, is that we have a relatively large proportion of our female staff that work in administrative tasks or with the retail division. Amongst the specialist roles (which tend to be higher rewarded) such as research and development, engineering, technical service the post holders are predominantly male with a technical qualification.

## Addressing the balance

Over a number of years the company has sought to increase the number female entrants into these positions by searching a broader employment market and, where possible offering a more flexible working environment. This has been partially successful but the company accepts that it needs to continue to focus on the areas of recruitment and development, including building stronger relationships in the community to support its longer-term objectives with regard to gender diversity.



**Dominic Worsley**  
**President**

1<sup>st</sup> April 2026