

**GUARDIAN INDUSTRIES UK LTD GENDER PAY GAP REPORT
2022/2023**

Guardian Industries UK Ltd, a Guardian Glass company, is one of the world’s largest manufacturers of float, value-added and fabricated glass products and solutions for architectural, residential, interior, transportation and technical glass applications.

Guardian Industries UK Ltd has had less than 250 employees based upon a snapshot date of 5th April 2022. Guardian Industries UK Ltd voluntarily submits a Gender Pay Gap report, in accordance with the Equality Act 2010 Regulations 2017.

We continually expand our outreach to hire and retain contribution-motivated employees. Guardian Industries UK Ltd selects and empowers employees, including leaders, who have a variety of aptitudes, skills, knowledge, experiences, and backgrounds. We believe everyone can discover and develop their innate abilities and apply them to contribute and succeed when empowered to do so. We strive to treat every person with dignity and respect, encourage and foster networking, and sponsor activities that are inclusive and focus on shared interests. We grant equal opportunity in all aspects of employment to all.

Gender Pay & Bonus Gap

Difference Between Men & Women	Mean Average	Median Average
Gender Pay Gap	0.81%	-6.2%
Gender Bonus Gap	-26.45%	58%

Proportion of people receiving a 2022 Bonus

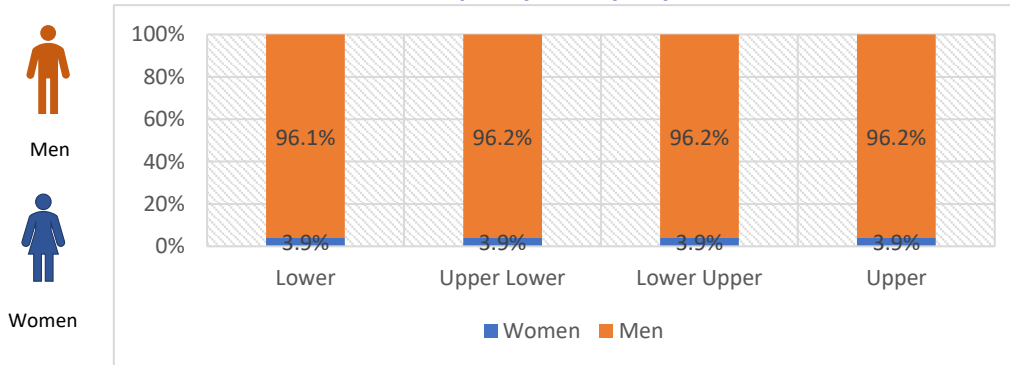


Male 80%



Female 50%

Gender Split by Hourly Pay Quartiles



As is common across our industry Guardian Industries UK Ltd employs more men than women in production roles. Many women in our organisation are in capability roles, which are compensated individually rather than through collective arrangements. Our statistics show a mean pay gap of 0.81% in favour of men and a median gap of -6.2% in favour of our female employees against a national average of 5.54% in favour of male employees.

At Guardian Industries UK Ltd we provide an incentive scheme for employees covered by our collective arrangements, one for those on personal contracts and another for senior management. There is also a 1 year qualifying period for the bonus scheme, which 50% of our female employees did not meet. The mean average gender pay gap figure is impacted by an executive long term incentive plan which has significantly impacted the bonus gap.

I confirm that the gender pay gap data contained in this report is accurate and calculated in accordance with legislative requirements.

Chris Duguid, Plant Manager, Guardian Industries UK Ltd