

2021 UK Gender Pay Gap Report

The UK Gender Pay Gap is calculated by comparing the average pay between male and female. The data is based on a comparison between men's and women's hourly rate of pay and is irrespective of their position or other factors, such as tenure within the company.

It is different from "equal pay", where companies are required to ensure that male and female employees are paid equally for doing the same or similar work.

We have two UK entities we are reporting on: UK Ademco and ADI UK. While our 2021 UK gender pay gap reporting shows that we have made progress in both entities, it also shows there is more we need to do to. However, we are confident that by staying focused, we will see even better progress over time.

We are committed to an equitable, safe and nurturing work environment, with strategic focus areas including diversity, equity and inclusion, employee health and safety, and talent development.

In 2022, we appointed a Vice President, Diversity, Equity & Inclusion, to lead all of our DE&I programs, with a focus on furthering a culture of inclusiveness. Our company's global diversity and inclusion commitment supports us in attracting, retaining and promoting female talent in the UK. This commitment is: ***diversity, equity and inclusion are integral to Resideo's innovative and high velocity culture. Over our 130-year history, we've always believed that advancing technology can make homes and lives easier for everyone. That's only possible when we include everyone.***

To ensure we are advancing this mission, the actions we take include:

- Actively reaching out to people of diverse backgrounds and experience to join our teams.
- Supporting a variety of Employee Resource Groups, including groups for women, veterans, LGBTQ, those of minority ancestry, and for people with differing abilities.
- Nurturing a culture where inclusiveness is inherent, not an initiative. A place where people are empowered to speak up, and where people feel included and valued. A place where there is a sense of pride and belonging and a shared commitment to innovation and excellence.

	ADEMCO	ADI Gardiner
Mean pay gap	29.9%	3.9%
Median pay gap	33.9%	1.6%
Mean bonus gap	60.1%	22.6%
Median bonus gap	66.9%	3%
% men receiving bonus	61.6%	69.6%
% women receiving bonus	46.0%	61.2%
Lower quartile (M/F)	40.7% / 59.3%	72.5% / 27.5%
Lower-mid quartile (M/F)	45.9% / 54.1%	53.8% / 46.3%
Upper-mid quartile (M/F)	50.0% / 50.0%	67.5% / 32.5%
Upper quartile (M/F)	68.6% / 31.4%	65.0% / 35.0%