

Gender Pay Gap Report

April 2024

At Herman Miller, we respect each other as we are and focus on who we will become. Our culture represents the collective attitudes, aspirations, ideas, and experiences of the people who work here.

We value the whole person and everything that each of us has to offer, obvious or otherwise. We believe that every person should have the chance to realise his or her potential, regardless of ethnicity, gender, age, sexual orientation, educational background, family status, skill level – the list goes on and on.

In determining reward for our staff, we balance a number of factors, including the general economic climate, company performance, and the external market for the types of roles that we offer. Our reward system aims to recognise the work that our people put in, and performance over and above the required standard is recognised through our company-wide bonus system. Bonus allocations are monitored to ensure objectivity and to keep the total allocation within budget.

All UK organisations with over 250 employees are required to publish the details of their gender pay and bonus gaps. The pay data has been calculated for the pay period up to and including 5 April 2023. The bonus calculation is for the year 6 April 2022 to 5 April 2023. We continue with our commitment to diversity and inclusivity across the business. I hereby confirm that the information provided in this report to be accurate.



Joanne Williams
Vice President HR – International and Group Brands



Our results vs. the UK gender pay gap

Gender Pay Gap reporting is undertaken to highlight the gaps in pay between genders and to move towards making access to work and progression opportunities more equal for men and women. Ideally you would have a 50:50 representation at all levels.

According to the Office for National Statistics, in 2023, the gap among full-time employees was 7.7% in favour of the male population. Herman Miller is bucking the trend with a negative pay gap of 1.50 % in favour of the female population

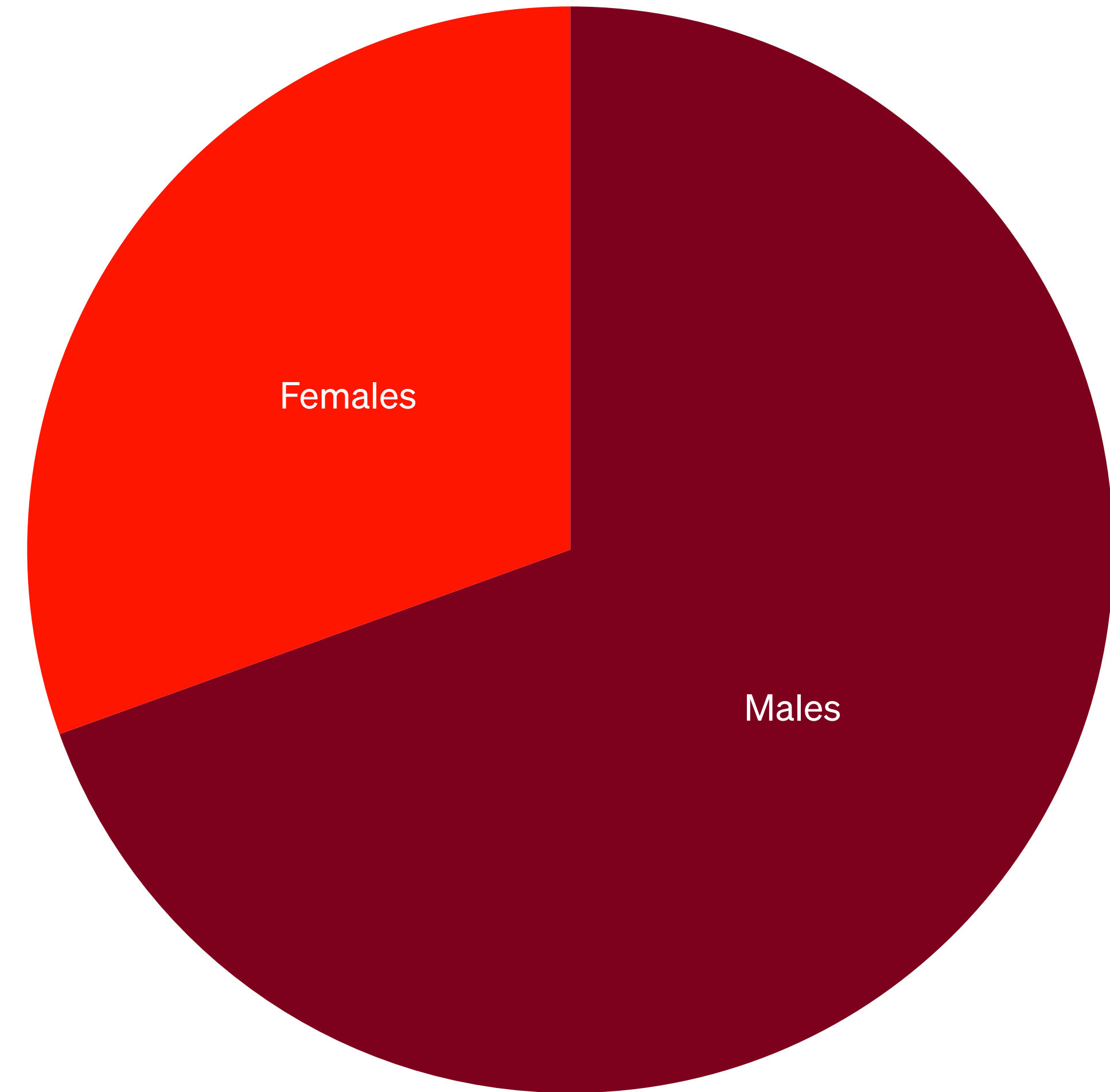
We will continue to take actions to address any gaps and also to take action through wider policies and activities to make sure our policies and practices are fair.



Who makes up our workforce?

→ Males: 69.5%

→ Females: 30.5%



Gender pay gap

→ Mean: -1.26%

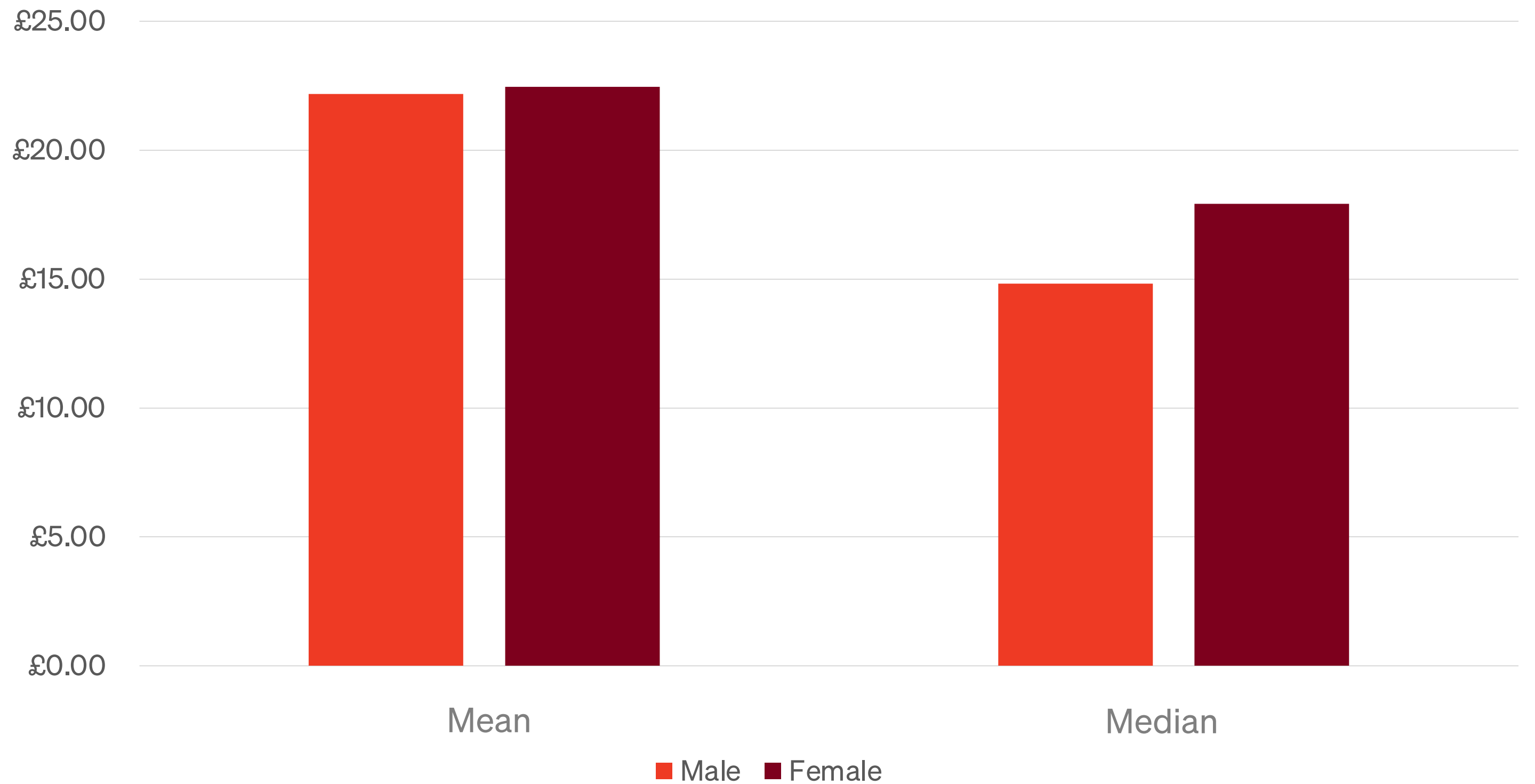
→ Median: -20.92%

The gender pay gap is the differences between the average earnings of males and females.

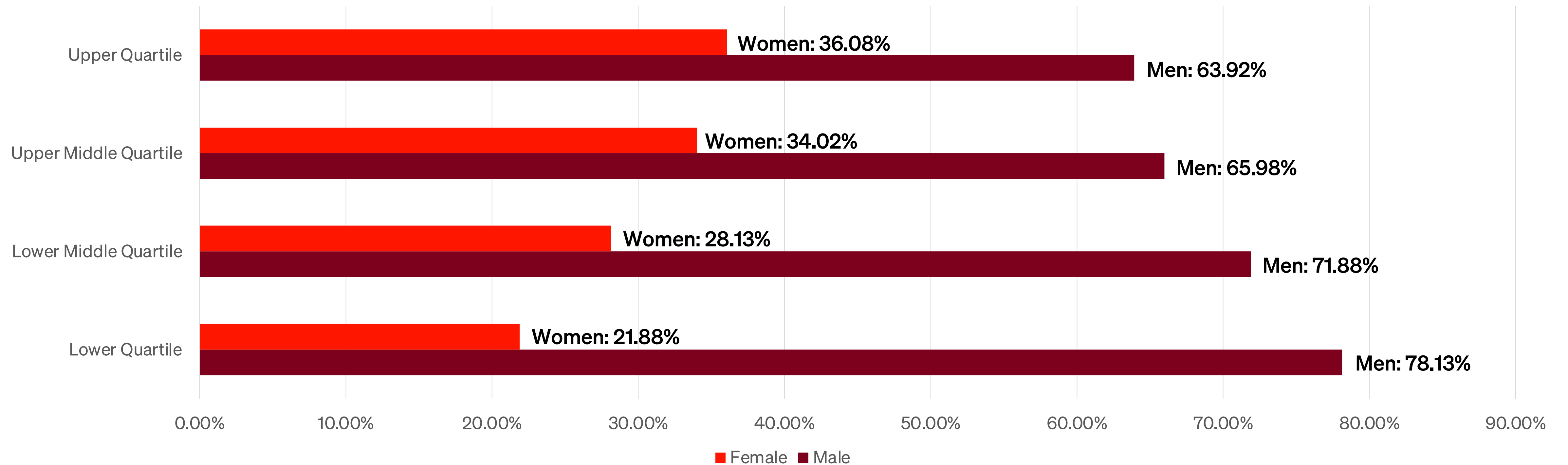
From the snapshot taken on 5th April 2023, it shows we have a negative (reverse) pay gap of 1.26%

Our median (or midpoint) gender pay gap is -20.92%

Hourly Rates



Proportion of men and women in each pay quartile

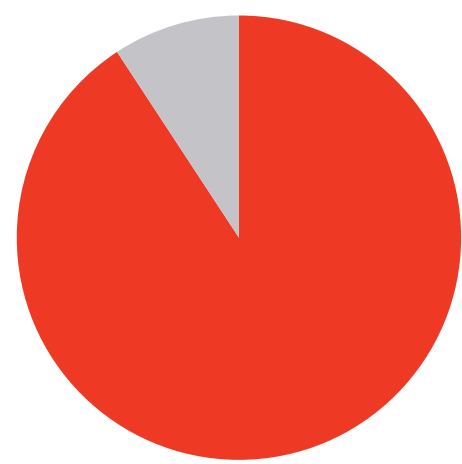


Bonus pay gap

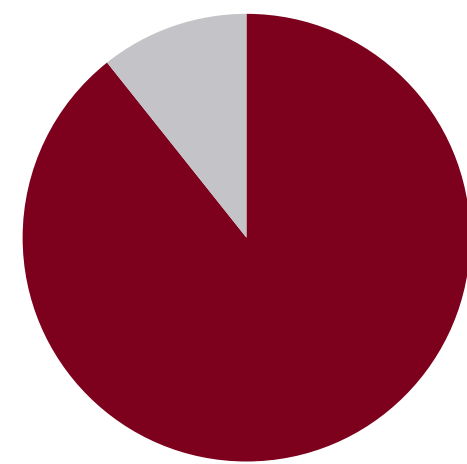
→ Mean: 9.75%

→ Median: -6.48%

Our mean bonus gap is 9.75%, and our median bonus gap is -6.48%. 90.76% of our female employees received bonus payments, compared with 89.3% of our men.



90.76% of our female employees receive bonus payments



89.3% of our male employees receive bonus payments

Bonus Amounts

