



Assuring fair pay

Eaton is committed to equal opportunity, pay equity, inclusion and diversity and has established processes that drive equitable pay decisions. At Eaton we analyze internal and external pay data as well as the structure of our compensation programs, policies, and practices to ensure employees are paid commensurate with their job duties, experience, qualifications, and performance. We also ensure employees are paid equitably for equal or similar work.

Pay Gap vs. Pay Equity – What is the difference?

Eaton is committed to ensuring employees are paid fairly based on their qualifications and other job-related factors, and without regard to gender, race, ethnicity, or any other protected category, which means looking not only at pay gaps, but also pay equity. It's important to note the difference between a pay gap calculation and a pay equity analysis.

A pay gap calculation simply calculates the difference in average wages between groups of employees – such as male and female employees, or among race or ethnic groups. This type of analysis only shows differences based on gender and or race or ethnic groups and does not consider factors such as job roles, responsibilities, experience, employee performance or other circumstances that might affect pay and pay decisions.

A pay equity analysis is a more sophisticated analysis, usually using statistical analyses to account for differences in pay after accounting for differences in items such as job roles, responsibilities, experience, education, performance, and other job-related factors that may impact compensation. The goal of the analysis is to make an objective comparison between employees' compensation to ensure equitable pay.

Gender Pay Gap Reporting

We have long believed an inclusive and diverse workplace is a better one. Today, we remain deeply committed to putting diverse perspectives to work and becoming a model of inclusion and diversity in our industry. This includes our efforts to increase representation of women and minorities at all levels in the workplace. Several of the jurisdictions in which we operate have passed legislation mandating gender pay gap reviews and reporting. Below is a summary of our public disclosures:

EMEA - France Gender Equality Index

Eaton is required by law in France to provide a Gender Equality Index which gives a score out of 100. Effective September 2022, Eaton French sites with a score under 75 points will also publish the corrective and remedial measures, and those with a score under 85 will be required to report progress targets for each indicator that did not obtain the maximum.



Eaton is committed to professional equality between women and men and continues to implement multiple actions for all its entities in France, within the framework of an inclusive and diverse culture.

See the link below for details of our Gender Equality Index in France for each of our legal entities

[France Gender Equality Index](#)

EMEA - UK Gender Pay Gap Reporting

The Equality Act 2010 (Gender Pay Gap Information) Regulations (2017) requires businesses with more than 250 employees to publish gender pay gap statistics. Gender Pay Gap Reporting considers the average of earnings of males and females within a business across all jobs, levels, and salaries. It's important to note that Gender Pay Gap Reporting is not about equal pay for men and women doing the same jobs; it is about making sure companies recognize pay gaps and where they exist.

Analysis of the 2023 figures reveals we have an average gender pay gap of 14.2% and the median gender pay gap is 12.1%. We believe that our gender pay gap is driven by the roles in which men and women occupy within the organization and the salaries that those roles attract. Currently 43% of our female population works in production operative or administrative roles. In order to improve our gender pay gap, we need to increase the number of females in more senior positions in our UK-based businesses.

You can read more about our efforts to improve gender representation in our 2023 UK Gender Pay Gap Report: [Eaton UK Gender Pay Gap Report 2023](#)

Prior Reports:

[Eaton UK Gender Pay Gap Report 2022](#)

[Eaton UK Gender Pay Gap Report 2021](#)

[Eaton UK Gender Pay Gap Report 2020](#)

APAC - Australia Workplace Gender Equality Reporting

The Workplace Gender Equality Agency (WGEA) is an Australian Government statutory agency that promotes and improves workplace gender equality. Each year Eaton is required to complete a detailed questionnaire providing information relating to 6 "gender equality indicators." Unlike France and the UK, WGEA publishes the gender equality questionnaires, but not the accompanying gender pay data. To learn more about Workplace Gender Equality in Australia visit www.wgea.gov.au.