

Jotun Paints (Europe) Ltd Gender Pay Gap Report 2020

This is the third Gender Pay Report produced by Jotun Paints (Europe) Ltd.

Why do we have to report on our gender pay gap?

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

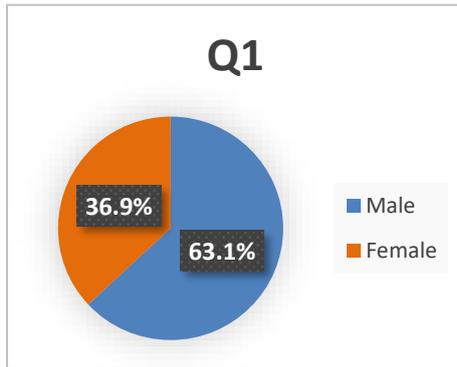
This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation, based on a snapshot date 5th April 2020.

Results

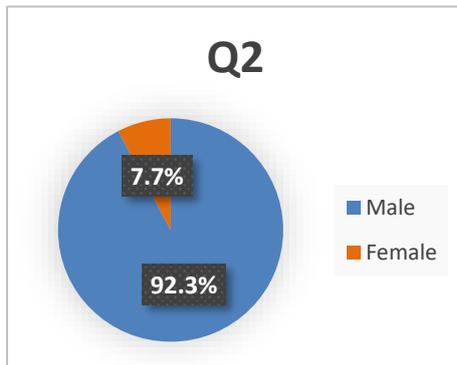
All calculations have been calculated using the gender pay gap reporting guidance from www.gov.uk.

- **The mean gender pay gap for Jotun Paints (Europe) Ltd is 5%.** Men are on average paid 5% more than women, therefore for every £1 a man is paid per hour women earn on average 95p.
- **The median gender pay gap for Jotun Paints (Europe) Ltd is 7.5%.** This variance is due to the roles performed by various employees and the associated grade.
- **The mean gender bonus gap for Jotun Paints (Europe) Ltd is 3.3%.** On average men earn 3.3% more bonus than women.
- **The median gender bonus gap for Jotun Paints (Europe) Ltd is 6.5%.** Bonus payments are based upon fixed criteria and company performance and therefore comparable across the business.
- **The proportion of male employees in Jotun Paints (Europe) Ltd receiving a bonus is 98% and the proportion of female employees is 96.4%.** Since our last Gender Pay Gap Report, the percentage of male employees receiving a bonus increased by 6.4%, and the percentage of female employees receiving a bonus increased by 0.2%. This is due to an increase in both male and female employees meeting the required eligibility criteria for bonus payments.

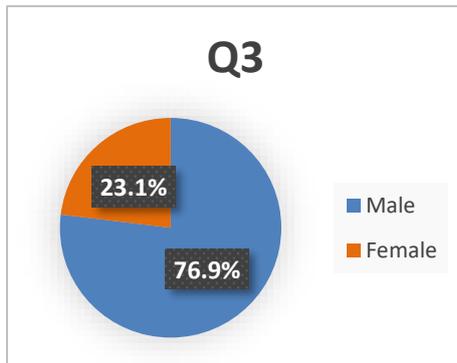
- **Quartile pay band results are outlined below:**



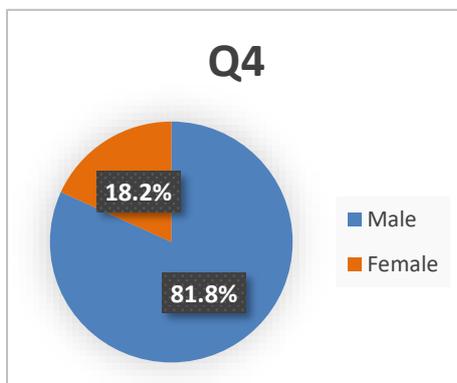
Of those in the **lower quartile**, 36.9% are female and 63.1% are male. Since our last Gender Pay Gap Report, the number of females in this quartile have increased by 4.1% and the number of males have decreased by the same amount.



Of those in the **lower middle quartile**, 7.7% are female and 92.3% are male. Since our last Gender Pay Gap Report, the number of females in this quartile have decreased by 4.2% and the number of males have increased by the same amount.



Of those in the **upper middle quartile**, 23.1% are female and 76.9% are male. The number of females in this quartile have increased by 6.7% since our last Gender Pay Gap Report, and the number of males have decreased by the same amount.



Of those in the **upper quartile**, 18.2% are female and 81.8% are male. Since our last Gender Pay Gap Report there has been no change to the number of male and female employees in this quartile.

What are the underlying causes of Jotun Paints (Europe) Ltd's gender pay gap?

All positions are assessed against the Korn Ferry grading system to determine salary.

The majority of our workforce is employed in Production and Warehouse, with males taking all of these positions where shift allowance is paid in addition to base salary. Females are mainly employed in administrative, R&D and management positions. 40% of senior management positions are occupied by women, an increase of 10% from last year.

What is Jotun Paints (Europe) Ltd doing to address its gender pay gap?

- Reviewing flexible working practices to allow employees to flex their hours, this would potentially increase the number of females applying for senior positions
- Review recruitment processes to ensure that adverts do not unintentionally exclude women from applying
- Promote family friendly HR policies and benefits

I confirm that to my knowledge and understanding the data and information in this report is factually correct.

A handwritten signature in black ink, appearing to read "Wenche Heggem". The signature is fluid and cursive, with a long horizontal stroke at the end.

Wenche Heggem

Managing Director UK & Ireland