

## Jotun Paints (Europe) Ltd Gender Pay Gap Report 2021

This is the fourth 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.

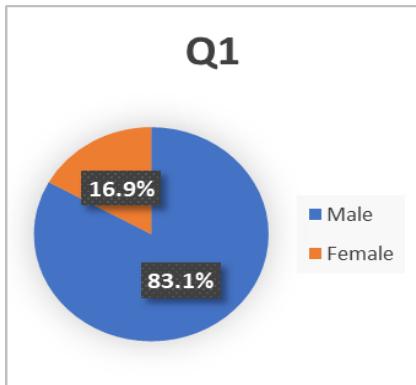
This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation, based on a snapshot date 5<sup>th</sup> April 2021.

### Results

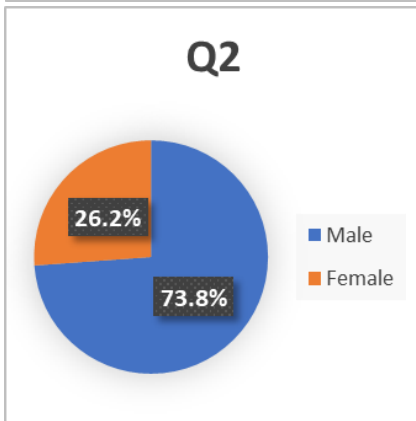
All calculations have been calculated using the gender pay gap reporting guidance from [www.gov.uk](http://www.gov.uk).

- **The mean gender pay gap for Jotun Paints (Europe) Ltd is 3.5%.** Men are on average paid 3.5% more than women, therefore for every £1 a man is paid per hour women earn on average 96.5p.
- **The median gender pay gap for Jotun Paints (Europe) Ltd is -0.1%.** 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 10.5%.** On average men earn 10.5% more bonus than women.
- **The median gender bonus gap for Jotun Paints (Europe) Ltd is -0.7%.** 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 100% and the proportion of female employees is 98.2%.** Since our last Gender Pay Gap Report, the percentage of male employees receiving a bonus increased by 2%, and the percentage of female employees receiving a bonus increased by 1.8%. This is due to an increase in both male and female employees meeting the required eligibility criteria for bonus payments.

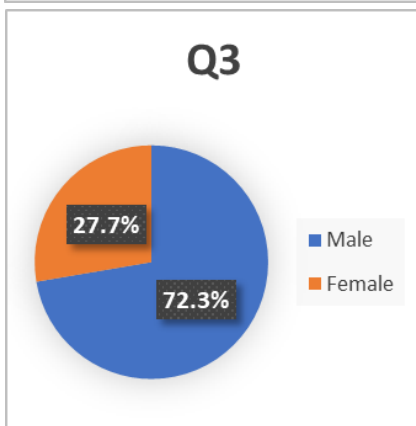
- **Quartile pay band results are outlined below:**



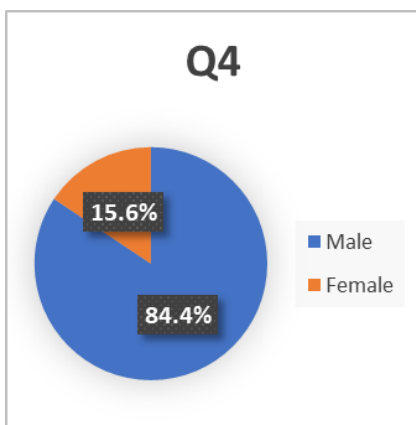
Of those in the **lower quartile**, 16.9% are female and 83.1% are male. Since our last Gender Pay Gap Report, the number of females in this quartile have decreased by 54% and the number of males has increased by 32%.



Of those in the **lower middle quartile**, 26.2% are female and 73.8% are male. Since our last Gender Pay Gap Report, the number of females in this quartile has increased by 240% and the number of males has decreased by 20%.



Of those in the **upper middle quartile**, 27.7% are female and 72.3% are male. The number of females in this quartile has increased by 20% since our last Gender Pay Gap Report, and the number of males has decreased by 6%.



Of those in the **upper quartile**, 15.6% are female and 84.4% are male. The number of females in this quartile has decrease by 17% since our last Gender Pay Gap Report, and the number of males has stayed the same.

## **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.

## **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 "Bjorn Skjelby".

**Bjorn Skjelby**

**Managing Director UK & Ireland**