

Jotun Paints (Europe) Ltd Gender Pay Gap Report 2018

This is the first 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.

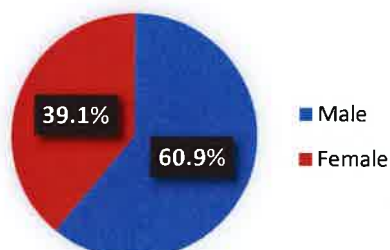
This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation, based on a snapshot date 5th April 2018.

Results

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

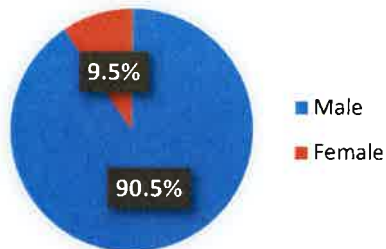
- **The mean gender pay gap for Jotun Paints (Europe) Ltd is 2.1%.** Men are on average paid 2.1% more than women, therefore for every £1 a man is paid per hour women earn on average 98p.
- **The median gender pay gap for Jotun Paints (Europe) Ltd is 10.29%.** This variance is due to the roles performed by various employees and the associated grade.
- **The mean gender bonus gap for Jotun Paints (Europe) Ltd is -3.28%.** On average women earn 3.28% more bonus than men.
- **The median gender bonus gap for Jotun Paints (Europe) Ltd is -1.44%.** 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 92.61% and the proportion of female employees is 88.24%.**
- **Quartile pay band results are outlined below:**

Q1



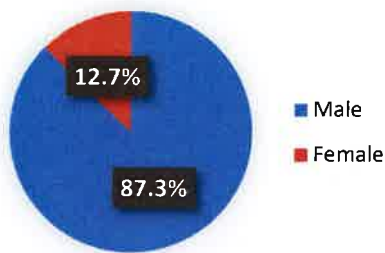
Of those in the **lower quartile**, 39.1% are female and 60.9% are male.

Q2



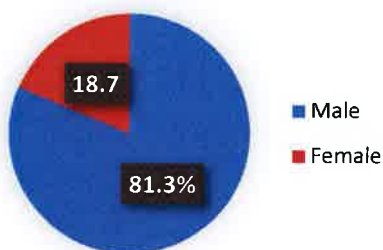
Of those in the **lower middle quartile**, 9.5% are female and 90.5% are male.

Q3



Of those in the **upper middle quartile**, 12.7% are female and 87.3% are male.

Q4



Of those in the **upper quartile**, 18.7% are female and 81.3% are male.

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. A majority of senior positions are occupied by men.

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 positions.

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 shared parental leave/review the paternity leave policy, to balance the time out of the labour market and potential missed opportunities for positions.

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

A handwritten signature in blue ink that reads "Wenche Heggem". The signature is fluid and cursive, with a long horizontal stroke at the beginning.

Wenche Heggem
Managing Director UK & Ireland