

Jotun Paints (Europe) Ltd Gender Pay Gap Report 2022

This is the fifth 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 2022.

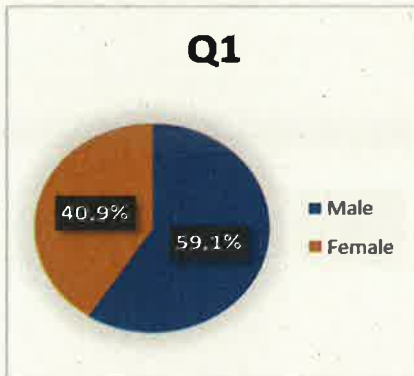
Results

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

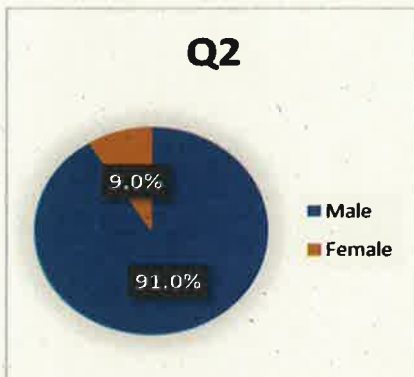
- **The mean gender pay gap for Jotun Paints (Europe) Ltd is 12.3%.** Men are on average paid 12.3% more than women, therefore for every £1 a man is paid per hour, women earn on average 87.7p.
- **The median gender pay gap for Jotun Paints (Europe) Ltd is -6.8%.** This variance is due to the roles performed by various employees and the associated grade.
- **The mean gender bonus gap for Jotun Paints (Europe) Ltd is 4.8%.** On average men earn 4.8% more bonus than women. This has decreased by 5.7% since our last Gender Pay Gap report.
- **The median gender bonus gap for Jotun Paints (Europe) Ltd is -9.6%.** 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 also 100%.** Since our last Gender Pay Gap Report, the percentage of female employees receiving a bonus increased by 1.8%, and the percentage of male employees receiving a bonus did not change. This is due to an increase in employees meeting the required eligibility criteria for bonus payments.

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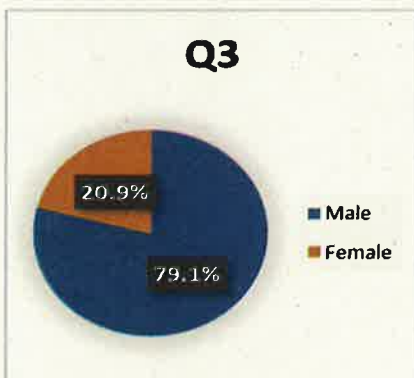
- **Quartile pay band results are outlined below:**



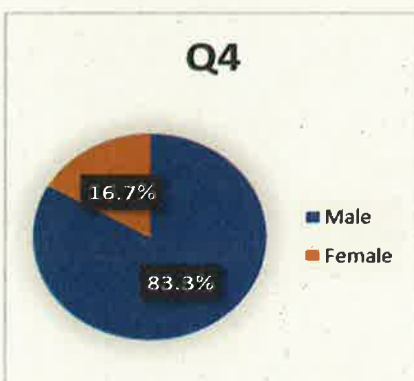
Of those in the **lower quartile**, 40.9% are female and 59.1% are male. Since our last Gender Pay Gap Report, the number of females in this quartile have increased by 145.5% and the number of males has decreased by 27.8%.



Of those in the **lower middle quartile**, 9% are female and 91% are male. Since our last Gender Pay Gap Report, the number of females in this quartile has decreased by 64.7% and the number of males has increased by 27.1%.



Of those in the **upper middle quartile**, 20.9% are female and 79.1% are male. The number of females in this quartile has decreased by 22.2% since our last Gender Pay Gap Report, and the number of males has increased by 12.8%.



Of those in the **upper quartile**, 16.7% are female and 83.3% are male. The number of females in this quartile has increased by 10% since our last Gender Pay Gap Report, and the number of males has increased by 1.9%.

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

All positions are assigned a job profile which is graded against the Korn Ferry grading system with a salary range attached.

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. 22% of the senior management team positions are held by women.

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

- Flexible working has been high on the agenda with more opportunity to flex hours and work flexibly, making it easier for employees with caring responsibilities to apply for 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.



Bjorn Skjelby

Managing Director UK & Ireland