



It's not just paint,
it's personal.

gender
pay gap

report



gender pay gap report

Overview

At Crown, we believe that every pot of paint is brimming with potential. And we want to put that into the hands of everyone. Because with paint, you can change a room, change a mood, even change a life. Our head offices are based in Darwen, with manufacturing sites in Hull – not to mention our ever growing network of Crown Decorating Centres.*

We value our people, and the contributions they make. We pay them fairly for the work they do and strive to maintain a diverse working environment, where each and every colleague is given the opportunity to succeed and be rewarded for the work they carry out, irrespective of their gender.

Crown Paints approach to salary is simple. We want to reward our colleagues fairly for the job they undertake, regardless of gender. This is visible within all of our processes and policies.

Our framework covers all roles, and like many other businesses, we pay above the national minimum wage for all roles within the business. Our grading structure represents the way we do business and considers what is right for us and our colleagues.

*Gender Pay Reporting captures data for employees in the UK only. This report is not inclusive of employee headcount or pay data for the Republic of Ireland.

Our data

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) regulations 2017. The figures are a snapshot taken from April 2022, payroll data.

This registration requires employers with 250 or more employees to publish annual statutory calculations showing the pay gap between men and women employees in the following areas:

1. Gender pay gap
2. Bonus gender pay gap
3. Proportion of men and women employees receiving bonuses
4. Men and women employees by pay quartile

How we calculate the mean difference

The mean pay gap is the difference between the hourly pay of all men and women employees when added up separately and divided by the total number of men and women in the workforce.



THE DIFFERENCE = MEAN HOURLY PAY GAP

How we calculate the median difference

The median pay gap is the difference between the pay of the middle men and middle women, when all of the employees are listed from highest to the lowest paid.



THE DIFFERENCE = MEADIAN HOURLY PAY GAP

Our Gender Pay Gap Data

The charts below show Crown Paints mean (average) and median (mid-point) gender pay gap and bonus gap.

	Women's earning are
Mean gender pay gap in hourly pay	22.7% lower
Median gender pay gap in hourly pay	17.2% lower
Difference in mean bonus payment	34.7% lower
Difference in median bonus payments	21.2% higher

The gap in average and median bonus payment received, in the twelve months up to and including April 2022, shows on average women received a lower amount in bonus pay than men who received a bonus. The median bonus was of a higher value.

Proportion of employees receiving a bonus:

This diagram shows the percentage of men and women that received a bonus in the 12 months prior to 5th April 2022. received a bonus. The median bonus was also of a higher value.



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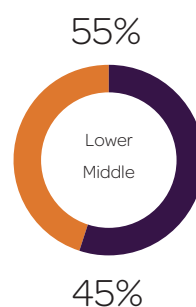
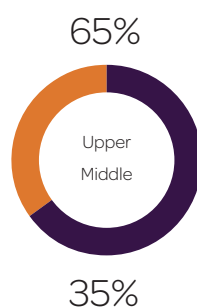
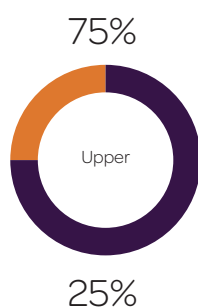
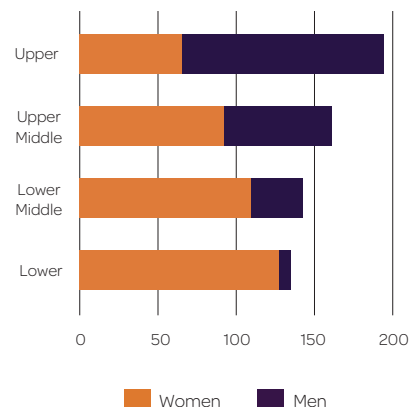
Our data

Number of men and women in each pay quartile

The below charts show the gender distribution across 4 pay quartiles.

Quartile	Women	Men
Upper	64	193
Upper middle	91	166
Lower middle	115	142
Lower	123	133

The charts (featured below) show the percentage of men and women across each pay quartile.



Action Plan

Our global talent review process will continue to allow for active monitoring of our female talent progress.

We will continue to explore how we attract women into our organisation by reviewing our current recruitment practices. As an equal opportunities employer, we firmly believe in appointing the best candidate into the role regardless of their gender or other characteristics covered by current employment legislation. We continue to train leaders in Inclusive Leadership training which focuses on recognizing and mitigating unconscious bias and creating psychological safety at work.

Our global People Sustainability agenda means we are also well on our way to working against a full targeted set of KPIs around DE&I (such as % of women in senior positions, % of men in customer care roles etc. (Watch this space, more to come on this topic for the Decorative segment in summer 2023!)) We will also be rolling out global Anti-Harassment for all employees in 2023.

We will continue to support flexible working across the organisation, at all levels, to all employees, wherever possible. This is to ensure our employees have the opportunity to work in a way that works for their career aspirations and their home life, where feasible.

Declaration

While we continue to make progress on ensuring Crown Paints maintains a diverse and inclusive workforce where everyone has the opportunity to succeed. We recognise that there is more to do in order to reduce our gender pay gap, which we are committed to doing, by installing a number of KPIs to promote and develop the level of female talent within our business, and diversity overall.

We confirm that the information and date within this report is accurate as of April 2022.

People & Culture Team

April 2023