

Gender Pay Gap Report

Overview

Crown Paints have been making paint for more than 200 years, with a rich heritage dating back to 1777. Our head offices are based in Darwen, Lancashire with manufacturing sites in Hull, not to mention an ever growing network of 150 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 2018, 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.



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.



Our Gender Pay Gap Data

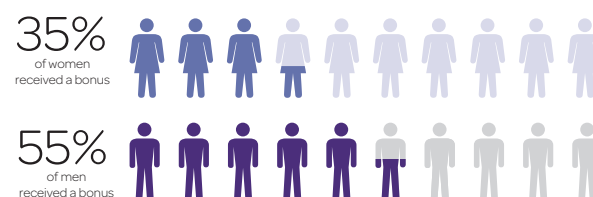
The charts below show Crown Paints mean (average) and median (mid-point) gender pay gap and bonus gap.

	Women's earnings are
Mean gender pay gap in hourly pay	15.7% lower
Median gender pay gap in hourly pay	9.1% lower
Difference in mean bonus payment	27.5% lower
Difference in median bonus payments	13.6% higher

The gap in average and median bonus payment received, in the twelve months up to and including April 2018, shows on average women received a higher amount in bonus pay than men who received a bonus. The median bonus was also 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 2018.

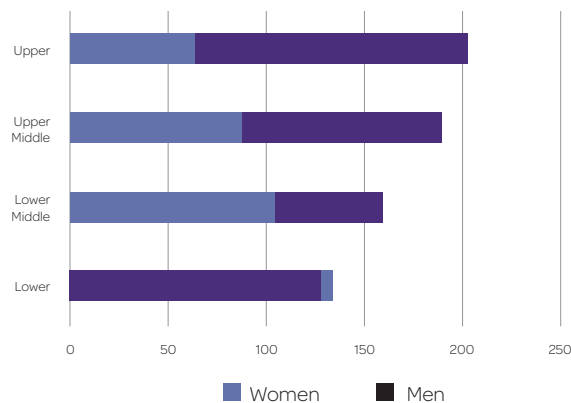


Our data

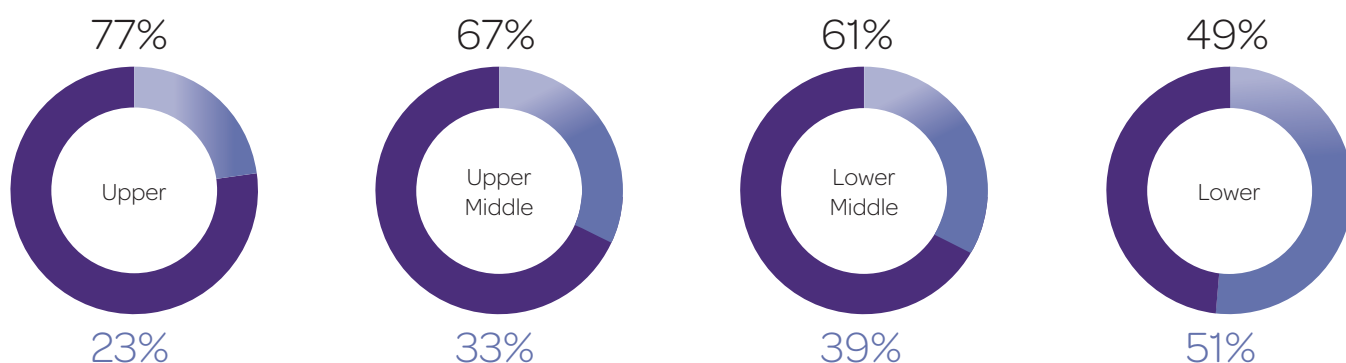
Number of men and women in each pay quartile

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

Quartile	Women	Men
Upper	62	205
Upper middle	88	180
Lower middle	105	163
Lower	137	131



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



Action Plan

We are committed to reducing the gender pay gap within Crown Paints by supporting a number of initiatives to promote and develop the level of female talent within our business.



We will continue to explore how we attract more 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 factors covered by current employment legislation.



Our global talent review process is well underway and we will be actively monitoring our female talent progress. We have introduced a female mentoring programme and provide specific targeted training for our female potential future leaders.



We will continue to support flexible working across the organisation, at all levels, to all employees. 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 gender balanced 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.

We confirm that the information and date within this report is accurate as of April 2018.

Fiona Eason

People and Culture Director, Crown Paints Ltd.