



gender pay gap

report

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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. Crown is proud to be part of Hempel, a global coatings company whose purpose is to shape a brighter future with sustainable coating solutions.

Our mission is to continually develop an empowering working environment that's rich in possibility for all. With head offices based in Darwen, Belfast and Dublin and a manufacturing site in Hull, not to mention our ever-growing network of Crown Decorating Centres*, we value all our people and the contributions they make.

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

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.

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 2023 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	25% lower
Median gender pay gap in hourly pay	11.8% lower
Difference in mean bonus payments	46% lower
Difference in median bonus payments	26.6% higher

The gap in average and median bonus payment received, in the twelve months up to and including April 2023, 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 2023. The median bonus was also of a higher value.



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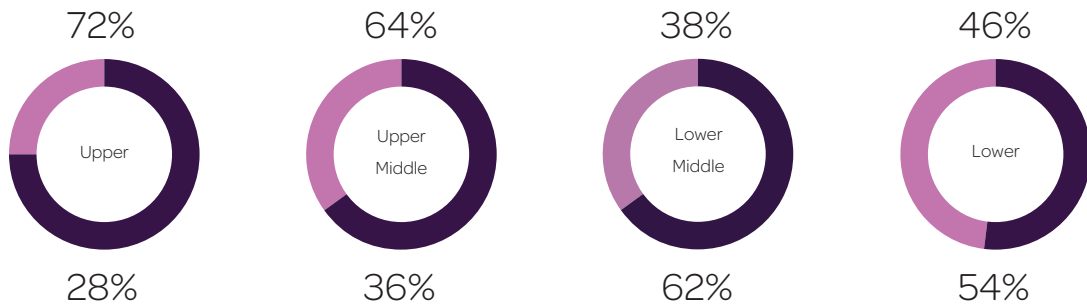
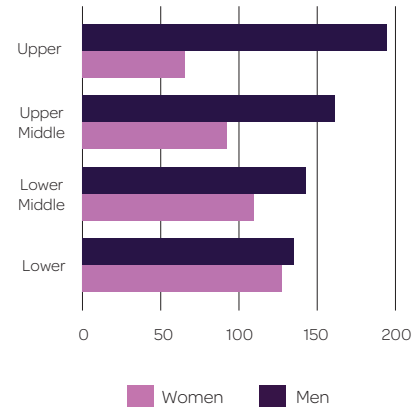
our data

Number of men and women in each pay quartile

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

Quartile	Women	Men
Upper	70	180
Upper middle	90	161
Lower middle	95	155
Lower	116	135

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



action plan

We will consistently promote programmes and practices that improve inclusivity, diversity and fairness.

We will continue to explore how we attract women into our organisation by reviewing our current recruitment practices. As an equal opportunity employer, we firmly believe in appointing the best candidate into the role regardless of their gender or other characteristics covered by current employment legislation.

In 2023 our global talent acquisition processes embraced AI tools to ensure inclusive language is adopted across all talent acquisition. We are actively working to encourage females into manufacturing, engineering, research and development and operative roles.

We will continue to train leaders in Inclusive Leadership, which focuses on recognising 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. In 2023 we actioned Anti-Harassment training for all employees. 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 balance both their own career aspirations and home life where feasible.

Significant updates and additions have been implemented across many policies including: enhanced Maternity leave, Co-parent and Paternity leave, Menopause policy, Domestic Violence and Flexible working policies. Our commitment is reflected by the Global Women's Network established in 2024, this network provides a platform for all female colleagues around the world, championing inclusivity. One of the key leads for the European chapter is a UK employee.

declaration

While we continue to make progress on ensuring Crown Paints, as part of Hempel, maintains a diverse and inclusive workforce where everyone has the opportunity to succeed, we recognise that there is more to do in order to improve our gender equality. We are future proofing our culture by setting even higher standards of fairness, inclusivity and healthier working practices.

Barbara Ivory

Head of People Partnering, Europe West and South

Philip Cefai

Vice President, Crown UK and Ireland

We confirm that the information and date within this report is accurate as of April 2024

For more information on Hempel visit: hempel.com
To view our full ESG report visit: about.crownpaints.com/projectpossible