



gender pay gap report

gender pay gap report | "A steadied ship - forward facing!"

At Crown, we believe that every pot of paint is brimming with potential - and we want to put that potential into the hands of everyone. As part of Hempel, a global coatings company dedicated to shaping a brighter future with sustainable coatings, **we are committed to creating an inclusive and supportive workplace.**

Our industry has historically been male-dominated. Against this backdrop, we are working towards meaningful progress in gender diversity. This year, our focus on fair pay and inclusion

has helped steady the ship, maintaining stable gender pay gap figures. While we have not yet seen the improvements we aspire to, we are encouraged that we have held our ground and avoided setbacks.

We remain dedicated to ensuring fair pay and creating an environment where every colleague - regardless of gender has the opportunity to succeed, grow, and be rewarded. Progress takes time, and while there is still work to do, we are committed to change.

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 2024 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 = MEDIAN 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	24.40% lower
Median gender pay gap in hourly pay	8.99% lower
Difference in mean bonus payments	46.50% lower
Difference in median bonus payments	31.94% 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 2024. The median bonus was also of a higher value.

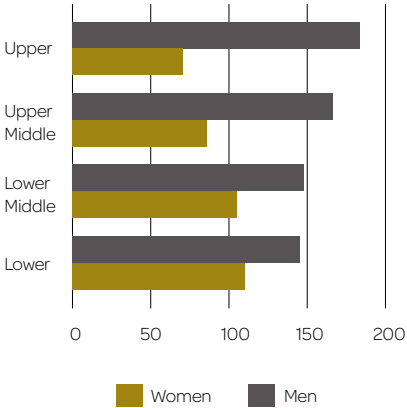


our data

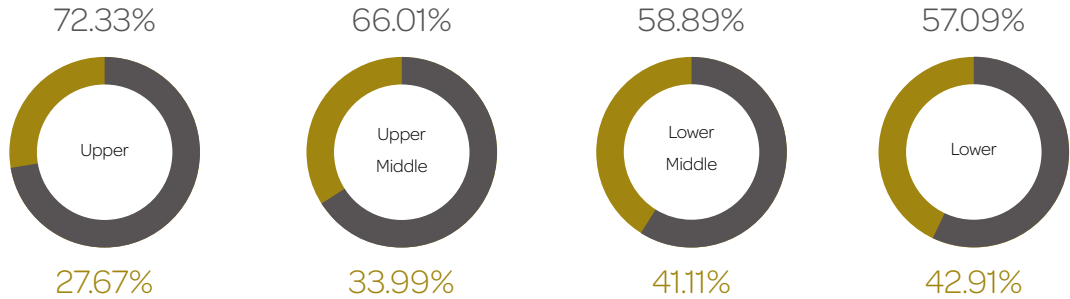
Number of men and women in each pay quartile

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

Quartile	Women	Men
Upper	70	183
Upper middle	86	167
Lower middle	104	149
Lower	109	145



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



action plan | what we have been doing

As part of a global business, we continue to take meaningful steps toward gender parity. While our figures have remained stable this year, we have laid the groundwork for future progress through key initiatives:

Strengthened leadership in DEI

We appointed a new Head of Diversity, Equity and Inclusion to enhance our global approach and embed DEI in every aspect of our business.

Inclusive hiring practices

We introduced gender-diverse shortlists across Talent Acquisition, ensuring greater representation in both external and internal hiring.

Accountability at all levels

We implemented DEI-related KPIs for leaders at all levels, reinforcing our commitment to measurable progress.

Empowering women in the workplace

We launched female mentoring programmes to support career development and progression. This was a huge success with 106 mentees all female and a ratio of 60% female and 40% male for those signing up to be a mentor.

Building community and awareness

We hosted Global Women's Network events in the UK, creating space for a supportive and inclusive environment.

Supporting workplace wellbeing

We delivered dedicated menopause training session to enhance awareness and support for colleagues experiencing menopause.

Global standard parental leave

Aiming to support all family types, we launched this new policy to give equal opportunities to colleagues as they build and nurture their families.

While we recognise that progress takes time, these initiatives have strengthened the foundation for long-term change.

our plans for the coming year

We are excited to build on the initiatives we've started and further strengthen our commitments to gender diversity. Over the next year we will focus on:

Expanding International Woman's Day initiatives

We will enhance our IWD celebrations with inspiring guest speakers, internal role models, and broader engagement opportunities.

Enhancing visibility and representation

Our careers website will be updated to prominently feature gender-diverse content, while a dedicated social media group will celebrate success stories, achievements and key milestones in gender diversity.

Equipping our teams for inclusive hiring

We will introduce interview training focused on gender diversity and unconscious bias to ensure a fair and equitable recruitment process.

Drive change through STEM and social value initiatives

We will continue grassroots efforts to support gender diversity in STEM fields and beyond.

Launching an apprenticeship programme for women in leadership

Providing aspiring female leaders with opportunities to develop, grow within our business, and build a strong pipeline of talent from within.

Strengthening our Women's Network

We will expand our Woman's Network group to provide more opportunities for connection, mentorship, and career development.

Championing female leadership

We will place a greater focus on developing and supporting female leaders across the organisation.

Advancing pay equity

We will continue our commitment to European gender pay reporting to ensure transparency and progress.

While our gender pay gap figures have remained stable, we recognise that maintaining our position is not enough - we want to see real progress in the years to come. This means that we will continue working towards a more diverse and equitable workplace for all.

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.

Nigel Emmanuel
Commercial Director

Emma Robshaw
Head of People Partnering

We confirm that the information and date within this report is accurate as of April 2025

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