

PPG Industries UK Ltd 2021 Gender Pay Gap Report



PPG Industries UK Ltd is a legal entity of PPG. PPG operates across 75 countries and has of over 135 years in paints, coatings and specialty products. Within PPG Industries UK, we employ approximately 720 people across multiple sites.

The data shown is based on the pay position as of 5th April 2021 and the bonus payments made to employees between 6th April 2020 and 5th April 2021.

At PPG we believe in creating a diverse and gender balanced workforce which reflects the customers and communities we serve and ensures our people can be their best selves at work.

Like many other manufacturing organisations, there is a historical gender imbalance that has built up over the years and will not be easily addressed. We have worked hard to address any gender pay gap and the lack of female representation in leadership roles. We are committed to ensuring everyone has the same opportunities irrespective of gender, race or culture and in many of our job roles we operate set rates of pay and this helps ensure that pay rates do not vary between genders. Our efforts have closed the gender pay gap from 16.9% (2020) to 5.3% (2021).

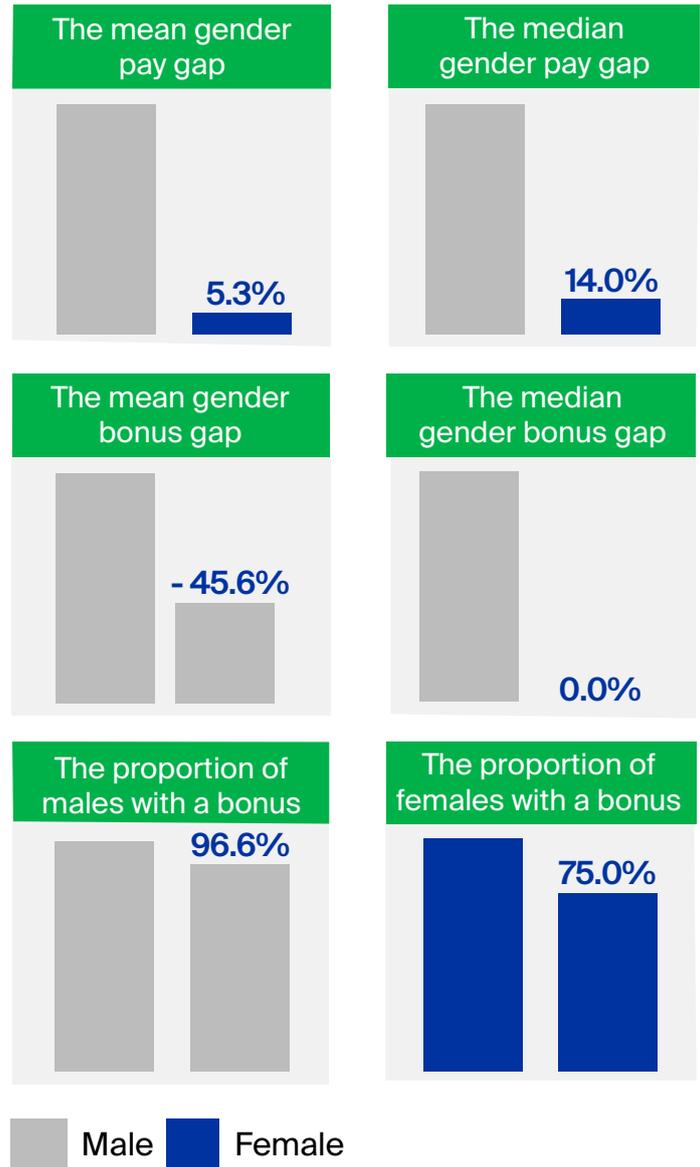
We know we have more work to do and will continue our efforts to further improve these areas.

2021, like 2020 was a highly challenging year for many reasons these included a continuation of salary freezes, the furlough scheme and a global recruitment freeze.

The gender bonus gap shows that females received a higher payout than men. A high proportion of men are in sales bonus plans and many of these plans did not pay out for the performance year 2020 whereas the corporate bonus scheme which is applicable to most of the women, did pay out.

How we will make a difference:

Introducing positive action in recruitment, ensuring a 50% of shortlisted candidates are female for senior roles; Launching an internal mentoring programme through the Woman's Leadership Network; Making sure that every policy, procedure and line manager guidance encourages inclusive ways of working and reinforces the PPG Way. Furthermore there are other initiatives already in place to address a more balanced workforce including, Global Flexible & Hybrid working policy, 5 Year Diversity Equity & Inclusion strategy and newly launched Employee Network.



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