



GENDER PAY GAP 2019

Information correct as
at 5 April 2019

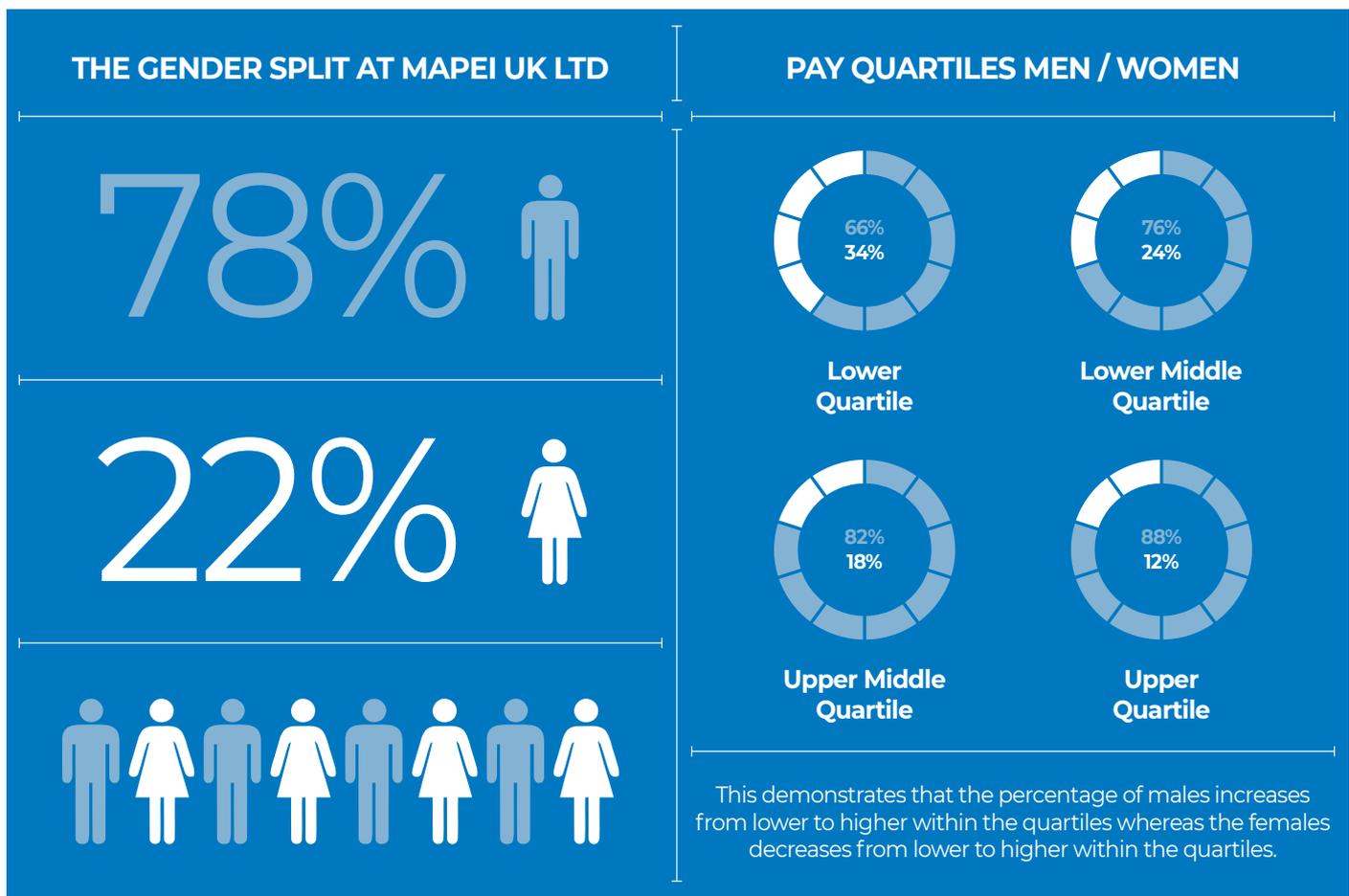


INTRODUCTION

The Gender Pay Gap Audit Regulations came into force in April 2017. These regulations apply to large private and voluntary sector employers (defined as those with 250 or more employees on 5 April of each year), where by larger businesses are required to analyse their gender pay gap each April.

Mapei UK Ltd have based calculations on 266 UK employees, covering all roles and the associated varying rates of pay. Overall gender pay gap figures for relevant employees, calculated using both the mean and median average hourly rate. The median is the best representation of the typical difference between the gender as it is not distorted by the smaller number of very high earners.

The proportion of men and women in each of four pay bands (quartiles), based on Mapei's overall pay range. This shows how the gender pay gap differs across Mapei at different levels of seniority.



GENDER PAY GAP, MEAN VS MEDIAN

Mean

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings. Based on the mean, i.e. average hourly earnings, the gender pay gap is 32%. This denotes that women earn 32% less per hour on average than men.

Median

This is the middle value in the list of hourly pay values for male and female, when listed lowest to highest. Based on the median, the gender pay gap is 17%. This denotes that the middle value for male employees is 17% more than female employees.

Bonus & Pay Gap	Median	Mean
Hourly Pay	17%	32%
Bonus	0%	86%

GENDER BONUS PAY GAP

Mapei UK have analysed the difference between men and women's mean and median bonus pay over 12 month period. This also includes a proportion of male and female employees who received a bonus in the same 12 month period.

Mean

The mean gender bonus pay gap is calculated as the difference between average bonus pay for male and female. Based on the mean, for average bonus pay, the gender bonus pay gap is 86%. This denotes that women earn 86% less bonus pay than men.

Median

This is the middle value in the list of bonus pay values between male and female. Based on the median, the gender bonus pay gap is 0%. This denotes that the middle value for male and female are equal. In addition, 8% of employees did not receive a bonus in this time period. 1% female and 7% male. This is mainly due to new employees who joined the business and did not qualify for a bonus at that time.



According to **ASHE** (Annual Survey of Hours and Earnings) as provided by the ONS, the report named “The Gender Pay Gap in the UK: 2018.

Link: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletinsgenderpaygapintheuk/2018>

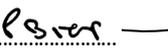
“ The gender pay gap fell from 2017 to 2018, to stand at 8.6% among full-time employees. The gap among all employees is higher (17.9%), driven by more women working in part-time jobs, which are lower paid (an average hourly rate is £9.36 compared with £14.31, excluding overtime, for full-time jobs). ”

As shown in this report, our business is male dominated. Historically, manufacturing is a male dominated industry. Females are more likely to take career breaks so it is more difficult for them to reach senior positions. However, Mapei UK Ltd will continue to remove barriers which can prevent females from entering senior positions within the business to reduce the gender pay gap moving forward.

Males are in the majority in senior positions within Mapei UK Ltd and the proportion of females in administrative positions such as customer services and finance is higher than areas such as sales and product management which is male dominated. This area attracts higher pay and bonus incentives. Where there are females within these areas, their pay is of an equal level to the males.

We have a clear policy for paying males and females equally within their job roles. Year on year we increase pay throughout the business at a standard rate and in addition, we have paid a bonus to almost every employee throughout the business. Pay and benefits are audited on a regular basis.

Mapei UK Ltd have clear recruitment practices which look at more than gender to ensure a fair representation across the business.

Signed:  —

Philip Breakspear, Managing Director,
Mapei UK Ltd
May 2019

