

Jotun Paints (Europe) Ltd Gender Pay Gap Report 2025

This is the seventh Gender Pay Report produced by Jotun Paints (Europe) Ltd.

Why do we have to report on our gender pay gap?

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

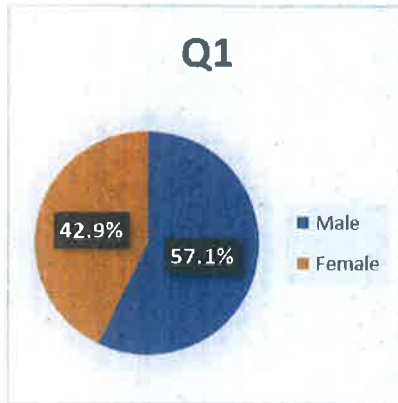
This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation, based on a snapshot date 5th April 2025.

Results

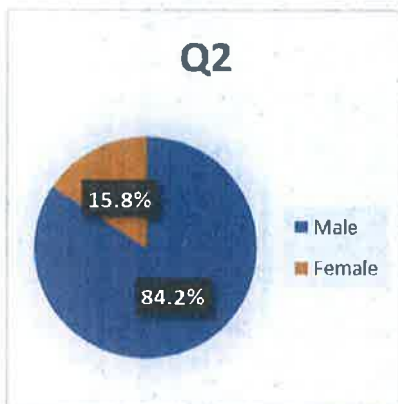
All calculations have been calculated using the gender pay gap reporting guidance from www.gov.uk.

- **The mean gender pay gap for Jotun Paints (Europe) Ltd is 14.2%.** Men are on average paid 14.2% more than women, therefore for every £1 a man is paid per hour, women earn on average 85.8p.
- **The median gender pay gap for Jotun Paints (Europe) Ltd is 7.3%.** This variance is due to the roles performed by various employees and the associated grade.
- **The mean gender bonus gap for Jotun Paints (Europe) Ltd is 20.9%.** On average men earn 20.9% more bonus than women.
- **The median gender bonus gap for Jotun Paints (Europe) Ltd is 7.7%.** Bonus payments are based upon fixed criteria and company performance and therefore comparable across the business.
- **The proportion of male employees in Jotun Paints (Europe) Ltd receiving a bonus is 98.2% and the proportion of female employees is 98.2%.** Since our last Gender Pay Gap Report, the percentage of female employees receiving a bonus decreased by 0.3%, and the percentage of male employees receiving a bonus decreased by 0.8%.

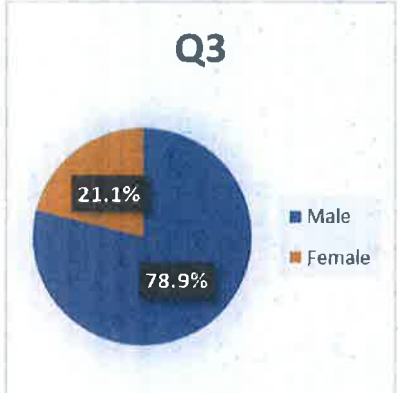
- **Quartile pay band results are outlined below:**



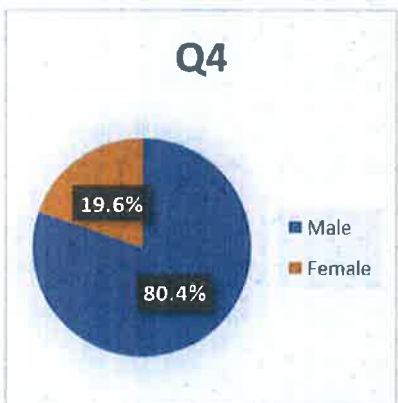
Of those in the **lower quartile**, 42.9% are female and 57.1% are male. Since our last Gender Pay Gap Report, there has been a 36% decrease in the number of males in this quartile, and an increase of 41.2% in the number of females.



Of those in the **lower middle quartile**, 84.2% are female and 15.8% are male. Since our last Gender Pay Gap Report, the number of females in this quartile has decreased by 47.2% and the number of males has decreased by 4%.



Of those in the **upper middle quartile**, 21.1% are female and 78.9% are male. The number of females in this quartile has decreased by 42.9% since our last Gender Pay Gap Report, and the number of males has remained the same.



Of those in the **upper quartile**, 19.6% are female and 80.4% are male. Since our last Gender Pay Gap Report, the number of females in this quartile has stayed the same, and the number of males has decreased by 18.2%.

What are the underlying causes of Jotun Paints (Europe) Ltd's gender pay gap?

All positions are assessed against the Korn Ferry grading system to determine salary.

The majority of our workforce is employed in Production and Warehouse, with males taking almost all of these positions where shift allowance is paid in addition to base salary for most roles. Females are mainly employed in administrative, R&D and management positions. 22% of the senior management team positions are held by women.

What is Jotun Paints (Europe) Ltd doing to address its gender pay gap?

- Reviewing flexible working practices to allow employees to flex their hours. This will better support those with caring responsibilities and potentially encourage more applications from females for senior positions within the organisation.
- Reviewing recruitment processes to ensure that adverts do not unintentionally exclude women from applying.
- Providing diversity and inclusion training, as well as inclusive hiring training, internally.
- Promoting family friendly HR policies and benefits.

I confirm that to my knowledge and understanding the data and information in this report is factually correct.



Bjorn Skjelby

Managing Director UK & Ireland