

PPG Architectural Coatings UK Ltd 2020 Gender Pay Gap Report

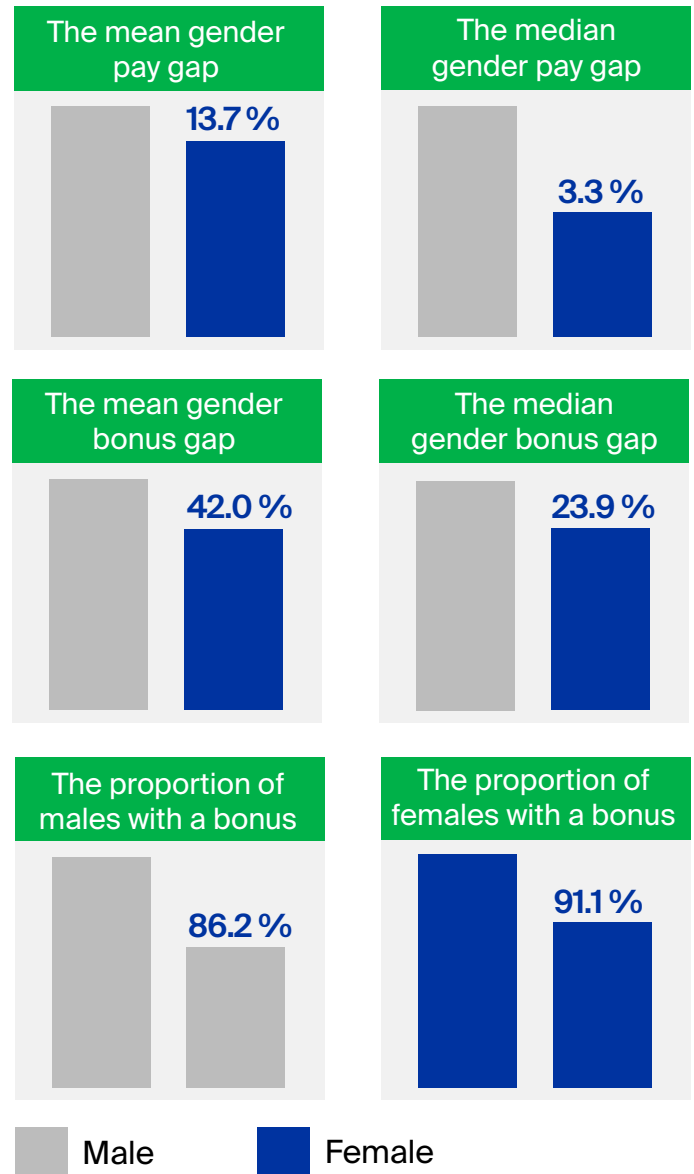


PPG Architectural Coatings UK is a business unit of PPG, which operates across 75 countries and has over 47,000 employees globally. PPG is listed on the US Stock exchange and has a heritage of over 135 years in paints, coatings and specialty products. Within the UK Architectural Coatings division we employ more than 1400 people across multiple sites, including 196 owned Decorating Centres.

The data shown is based on the pay position as of 5th April 2020 and the bonus payments made to employees between 6th April 2019 and 5th April 2020.

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 know that our gender pay gap is not a pay issue, but down to lack of female representation in certain roles, including leadership positions. Also in line with many organisations the mean bonus data reflects the higher proportion of males in more senior roles across the organisation. 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. 2020 was a highly challenging year for many reasons these included, salary freezes, Furlough scheme and a recruitment freeze globally. The senior level management are committed to improving on the pay gap.



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.

Matthew Baines
Business Unit Director – Trade, AC UKI