

PPG Architectural Coatings UK Ltd 2019 Gender Pay Gap Report



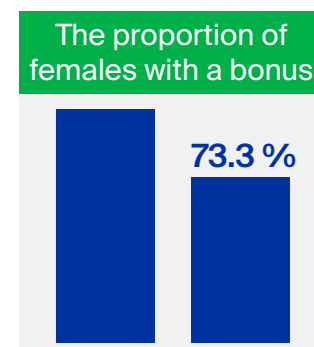
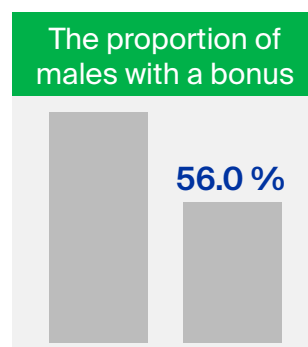
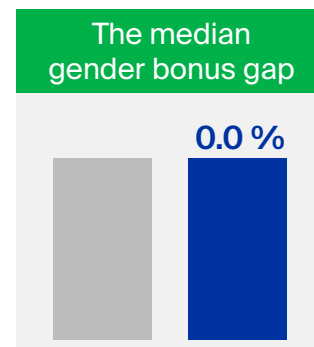
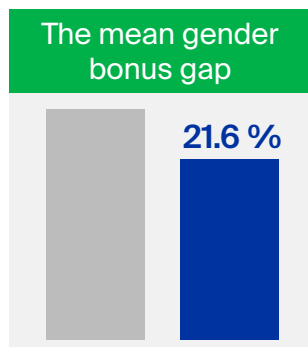
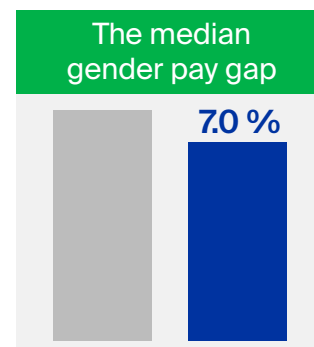
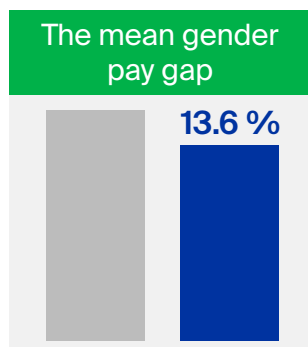
PPG Architectural Coatings UK is a business unit of PPG, which operates across 70 countries and has over 47,000 employees globally. PPG is listed on the US Stock exchange and has a heritage of over 135 years in paints, coatings and specialty products. Within the UK Architectural Coatings division we employ approximately 1500 people across multiple sites, including 200 owned Decorating Centres.

The Data shown is based on the pay position as of 5th April 2019 and the bonus payments made to employees between 6th April 2018 and 5th April 2019.

PPG is highly committed to equal opportunities for all and we aim to provide equal pay for equal work. In many of our job roles we operate set rates for the job post and this helps ensure that pay rates do not vary between genders. This is reflected in our low median pay gap.

In line with many other organisations the mean bonus data reflects the higher proportion of males in more senior roles across the organisation rather than pay differentials. This is an area that we are proactively working to improve. There are a number of projects and initiatives in place to address this area. These initiatives include an active **Women's Leadership Council**, which has high level managerial sponsorship and manages and drives a wide range of programmes and projects.

Whilst the report shows that there are areas for improvement, we also believe it reflects the positive approach across our business in relation to the bonus schemes as they are consistent across grades and roles. This is shown in the zero median bonus gap.



Paul Dowie
HR Director, UK and Ireland

Male Female