



PPG Industries UK Ltd is a legal entity of PPG. PPG operates across 75 countries and has 140 years in paints, coatings and specialty products employing over 50,000 people. Within PPG Industries UK, we employ approximately 600 people across multiple sites including 2 manufacturing units.

The data shown is based on the pay position as of 5th April 2022 and the bonus payments made to employees between 6th April 2021 and 5th April 2022.

At PPG we believe in creating a diverse and gender balanced workforce that reflects the customers and communities we serve and ensures our people can be their best authentic selves at work. We believe that inclusion and diversity are key to creating a balanced work environment where everyone feels involved and able to have a voice. We will continue to elevate and celebrate underrepresented communities while combating intolerance in all forms, both inside and outside of our workplaces. We do so with a spirit of humility, authenticity and vulnerability. We may not always get it right, but we aim to do better today than yesterday – every day.

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.

Last year we recognised that our lower gender pay gap was influenced by the pandemic. In 2022 we can see that, while the gap has increased slightly, it remains lower than pre-pandemic levels from 2020 and earlier. This is a welcome trend, but we recognise that we still have more to do to close the gap in the future.

Reported Data

Hourly Pay Gap: Women's median hourly pay is 17.5% lower than men's

The Percentage of women in each pay quarter: Women occupy 20% of the highest paid jobs and 35.1% of the lowest paid jobs

Bonus Pay Gap: Women's mean bonus pay is 30% lower than men's

Who Received Bonus Pay: 71.8% of Women; 55.1% of men

How we are making a difference:

The senior leadership is committed to improving the pay gap. Initiatives in place include:

- Release of PPG's first Diversity, Equity & Inclusion (DE&I) report, detailing how PPG is striving to meet its 2025 commitments.
- Introduced gender targets to focus our attention on increasing representation of females in our business. By 2025 our aim is to achieve an aspirational goal of 34% to 36% representation of non-frontline global female professionals.

- Positive action in recruitment; ensuring 50% of shortlisted candidates are female for all non-frontline roles;
- Achieved meaningful improvement in inclusion in our most recent Employee Voice Survey. Specifically, employees indicated substantial improvement in our commitment to building the strengths of each employee.
- Continuing to build on the success of the 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.
- Making permanent the global flexible & hybrid working arrangements.
- Launching 8 new Employee Resource Networks (ERNs) - ERN's provide employees a greater voice and more pathways, making DE&I a more integral part of how we do business at PPG.

In addition to the above, globally we have nine DE&I commitments:

1. We will have a dedicated DE&I leader, responsible to design, lead and execute our global DE&I vision and strategy.
2. We will leverage fact-based/data-driven strategies, initiatives and decision-making to better understand demographic and culture opportunities across our workforce.
3. We will continue to listen. PPG leaders and external experts have been conducting listening sessions to help shape our DE&I strategy and agenda, and these will continue.
4. We will accelerate our diverse recruitment, including a pilot program in the US using labor market data - including gender and ethnic diversity insights -- to develop improved processes for building more diverse candidate slates.
5. We will develop together, an aspirational DE&I vision and strategy. We will work to promote inclusion, representation, equity and justice for all employees.
6. We will ensure appropriate and best in class processes, programs and practices to ensure alignment with our DE&I vision and strategy.
7. We will extend our "unconscious-bias" efforts to build our DE&I capabilities across all levels in the global organization.
8. We will communicate our DE&I strategy and scorecard. We will share PPG's DE&I vision, strategy and scorecard so that every employee can help drive continued, sustained progress.
9. We will create global Employee Resource Networks. We will encourage all employees to join to meet someone new, become an ally or walk in someone else's shoes.

PPG's DE&I Motto

We are on this DE&I journey together, guided by our DE&I vision statement and inspired by our motto:

You + Me = One PPG

You can view our latest DE&I Report [here](#)



PPG Architectural Coatings UK Ltd is a legal entity of PPG. PPG operates across 75 countries and has 140 years in paints, coatings and specialty products employing over 50,000 people. Within PPG Architectural Coatings, UK, we employ approximately 1,325 people across multiple sites including our main manufacturing unit based in Birstall, West Yorkshire.

The data shown is based on the pay position as of 5th April 2022 and the bonus payments made to employees between 6th April 2021 and 5th April 2022.

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 authentic selves at work. We believe that inclusion and diversity is key to creating a balanced work environment where everyone feels involved and able to have a voice. We will continue to elevate and celebrate underrepresented communities while combating intolerance in all forms, both inside and outside of our workplaces. We do so with a spirit of humility, authenticity and vulnerability. We may not always get it right, but we aim to do better today than yesterday – every day.

Like many manufacturing organisations, there is a historical gender imbalance that has built up over the years and will not be easily addressed. However, we have worked hard to address any gender pay gap and the lack of female representation in leadership roles. Since Q4 2022, we have appointed two female senior appointments within Architectural Coatings, UK, which demonstrates the commitment from PPG to ensure we recruit from a diverse slate. We are confident these appointments improves the diversity of our senior leadership community and strengthens our results next year.

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 7.7% to 7.1%. This is a welcome improvement, but we recognise that we still have more to do to close the gap in the future.

The proportion of females receiving a bonus increased from 2021 and was greater than the proportion of males receiving a bonus (84.23%). However, the mean gender bonus gap has increased from 30.1% to 41.73%. A higher proportion of females are in corporate bonus plans linked to business performance which did not pay out to target in 2022. There are a higher proportion of men in the sales bonus plans, that paid out at higher levels than the corporate plans; hence more females received a bonus but at a lower pay-out.

How we are making a difference:

The senior leadership is committed to improving on the pay gap. Initiatives in place include:

- Release of PPG's first Diversity, Equity & Inclusion (DE&I) report, detailing how PPG is striving to meet its 2025 commitments.
- Introduced gender targets to focus our attention on increasing representation of females in our business. By 2025 our aim is to achieve an aspirational goal of 34% to 36% representation of non-frontline global female professionals
- Creating a path for diverse candidates to succeed by utilising slates with a variety of genders; ensuring 50% of shortlisted candidates are female for all non-frontline roles;
- Achieved meaningful improvement in inclusion in our most recent Employee Voice Survey. Specifically, employees indicated substantial improvement in our commitment to building the strengths of each employee.
- Continuing to build on the success of the 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.
- Making permanent the global flexible & hybrid working arrangements
- Launching 8 new Employee Resource Networks (ERNs) ERN's provide employees a greater voice and more pathways, making DE&I a more integral part of how we do business at PPG.

In addition to the above globally we have nine DE&I commitments:

1. We will have a dedicated DE&I leader, responsible to design, lead and execute our global DE&I vision and strategy.
2. We will leverage fact-based/data-driven strategies, initiatives and decision-making to better understand demographic and culture opportunities across our workforce.
3. We will continue to listen. PPG leaders and external experts have been conducting listening sessions to help shape our DE&I strategy and agenda, and these will continue.
4. We will accelerate our diverse recruitment, including a pilot program in the US using labour market data -- including gender and ethnic diversity insights -- to develop improved processes for building more diverse candidate slates.
5. We will develop together, an aspirational DE&I vision and strategy. We will work to promote inclusion, representation, equity and justice for all employees.
6. We will ensure appropriate and best in class processes, programs and practices to ensure alignment with our DE&I vision and strategy.
7. We will extend our "unconscious-bias" efforts to build our DE&I capabilities across all levels in the global organization.
8. We will communicate our DE&I strategy and scorecard. We will share PPG's DE&I vision, strategy and scorecard so that every employee can help drive continued, sustained progress.
9. We will create global Employee Resource Networks. We will encourage all employees to join to meet someone new, become an ally or walk in someone else's shoes.

PPG's DE&I Motto

We are on this DE&I journey together, guided by our DE&I vision statement and inspired by our motto:

You + Me = One PPG

You can view our latest DE&I Report [here](#)