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# *Gender Pay Gap Report*

**Closing the Gap:  
A Path to Equal Pay for All**



## *Company Overview and Our Commitment*

**Tremco CPG UK Limited produces high-performance building products for the increasingly complex demands of the construction industry.**

As experts in a wide range of construction product solutions, Tremco CPG UK Limited provides the details that keep major developments safe, strong, sealed, and secured.

Covering everything from sealing, bonding and insulation to flooring, fire protection, waterproofing and roofing solutions, you can forget about having to deal with numerous suppliers as you can source everything you need from us.

For architects, installers, distributors, building managers and contractors searching for ways to overcome the increasing challenges of construction, Tremco CPG Europe is an international one-stop-shop with a variety of product groups under one roof. With a single point of contact for multiple materials, we provide total peace of mind - as we offer expert advice on the best product and application methods, a streamlined order and delivery service across all our European sites and ongoing support across the lifecycle of your project.

**We are comitted to having a diverse and inclusive work team which we believe will provide the greatest benefit to our company, our buisness partners, and all of our stakeholders.**





## *Gender Pay Gap Reporting*

Gender pay gap reporting compares the average hourly earnings of male and female employees within an organisation. Since 2017, UK Government Regulations require all employers with 250 or more employees to publish gender pay gap information based on snapshot data from 05 April each year to cover the below six metrics.

The difference in the mean fulltime equivalent pay of men and women, expressed as a percentage.	The difference in the median fulltime equivalent pay of men and women, expressed as a percentage.	The percentage split between male and female employees in each of four pay band qualities.
The proportion of men and women who received bonus pay.	The difference in the mean bonus pay of men and women, expressed as a percentage.	The difference in the median bonus pay of men and women, expressed as a percentage.

Tremco CPG UK Limited became eligible to publish gender pay gap information in April 2021.

# Gender Pay Gap Data, Tremco CPG UK Limited

The company has 289 relevant employees.

Pay and Bonus Difference Between Men and Women:

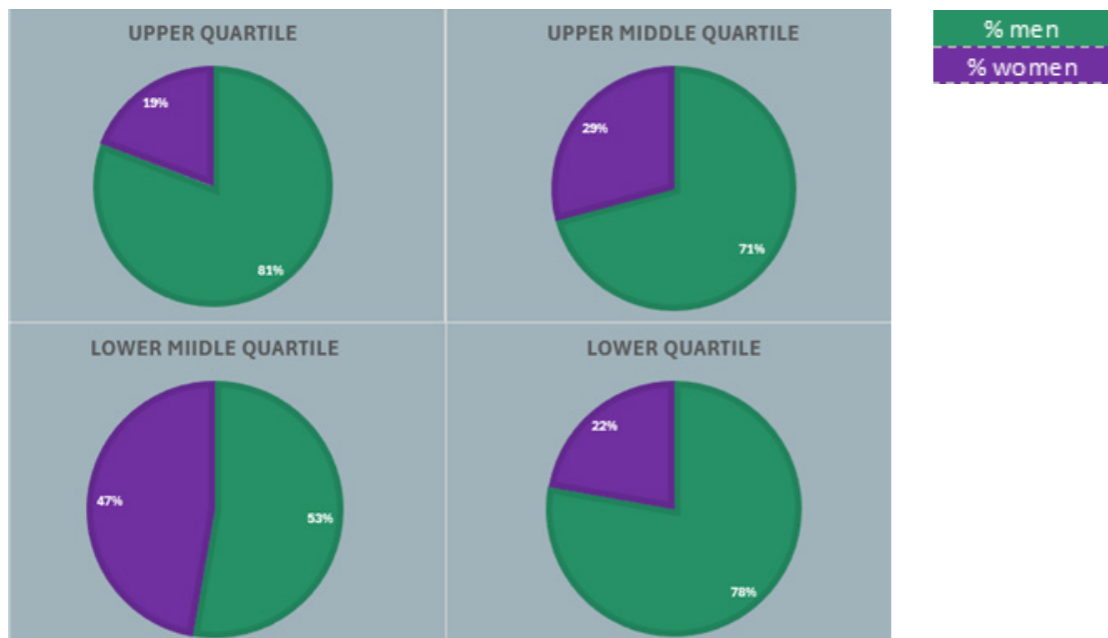
	Mean	Median
Hourly Pay	20.81%	20.08%
Bonus	39.16%	47.53%

The chart shows the percentage by which women's average hourly pay and bonus pay is lower compared to men.

Portion of Employees Receiving a Bonus:  
In the 12 months preceding 5th April 2024.

Received a Bonus	
Men	86.76%
Women	84.71%

Pay Quartiles across the Business Employees  
(As of the 5th April 2024)



**Gender Pay Gap Figures:** This report is based upon data from our April 2024 payroll and uses the standard methodologies for calculating the gender pay gap as set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## Why do we have a Gender Pay Gap?

The data shows that the mean pay for women is 20.80% less than mean pay for men. The mean bonus for women is 39.16% less than the mean bonus for men.

This gap is driven by the higher proportion of men in management positions compared to the number of women in these roles. This is especially the case at the senior level. The UK also has a number of men in senior European and Global roles which have higher salaries and bonus. Since last years report we have closed the gap and will continue to work on this.

Mean, Median, Quartile	
Mean	Total Sum divided by number of employees
Median	Mid-point between the lowest and highest paid
Quartile	Values that represent a quarter of our employees

**GENDER PAY GAP vs 'EQUAL PAY'**

The gender pay gap is not the same as gender-based pay inequality (usually referred to as 'equal pay').  
Equal pay is the right of men and women to be paid the same for the same work or work of equal value.  
The gender pay gap measures the differences in average hourly pay in the same organisation, regardless of their job

## How are we addressing the Gender Pay Gap?

We believe that the pay and bonus gaps are based on the mix of men and women in our organisation and not related to our pay structures. However, we will continue to monitor our pay policies and processes to ensure we maintain equity in salary and bonus payments.

To address our gender pay gap, we will focus on ensuring we have policies, procedures and processes that encourage women at all levels of our organisation. This will include: monitoring our recruitment processes to ensure we attract a diverse range of candidates; and implementing development programmes that support the career growth and development of women within our business. The implementation of competitive parental leave policies has started to address the gap.

Declaration: I confirm that the information and data provided in this report is accurate and have been produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signature:

Name: Peter Paes

Position: Human Resources Director

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*Find out more, visit:  
[www.tremcocpg.eu](http://www.tremcocpg.eu)*