

# GENDER PAY GAP REPORT

## Tremco CPG UK Limited



### Company Overview and 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 engineered construction product solutions, Tremco CPG UK Limited provides the details that keep major developments safe, strong, sealed and secure.

We are committed to having a diverse and inclusive work team which we believe will provide the greatest benefit to our company, our business partners and all 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 following 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 quartiles
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 on April 2021.

### Gender Pay Gap Data for Tremco CPG UK Limited

The Company has 317 relevant employees.

#### Pay and Bonus difference between women and men

	Mean	Median
Hourly Pay	19.06%	9.05%
Bonus	39.99%	12.49%

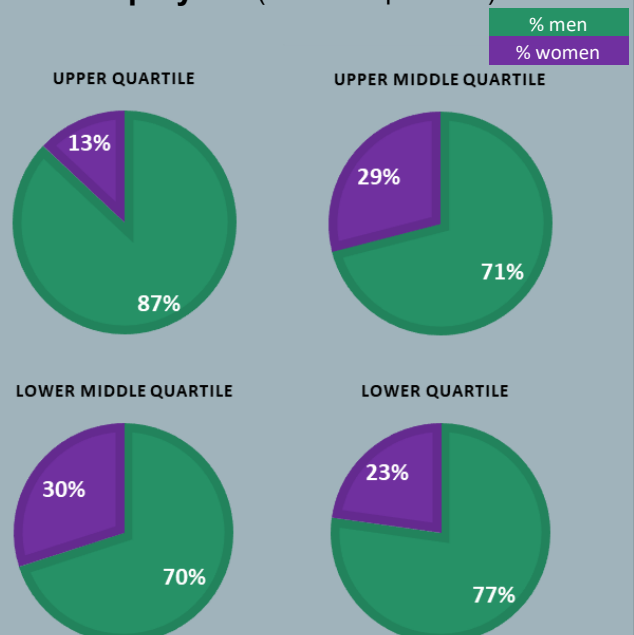
The chart shows the percentage by which women's average hourly pay and bonus pay is lower compared to men.

#### Portion of Employees Receiving a Bonus

In the 12 months preceding 5<sup>th</sup> April 2021

Received a Bonus	
Men	64.88%
Women	65.33%

#### Pay Quartiles across the business employees (as of 5<sup>th</sup> April 2021)



**Gender Pay Gap Figures:** This report is based upon data from our April 2021 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 19.06% less than mean pay for men. The mean bonus for women is 39.99% 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.

Mean, Median, Quartile		Explanations
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	

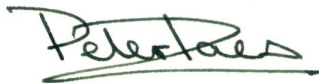
GENDER PAY GAP vs 'EQUAL PAY'	
Explanations	<i>The gender pay gap is not the same as gender-based pay inequality (usually referred to as 'equal pay').</i>
	<i>Equal pay is the right of men and women to be paid the same for the same work or work of equal value.</i>
	<i>The gender pay gap measures the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

### 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.

**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	<b>Peter Paes</b>
		Position	<b>Human Resources Director</b>