

PPG Industries UK Ltd 2019 Gender Pay Gap Report



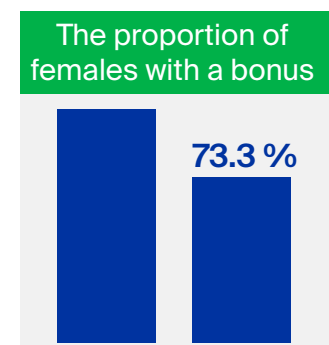
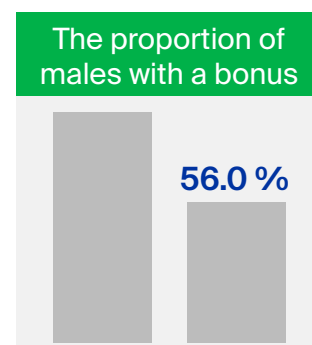
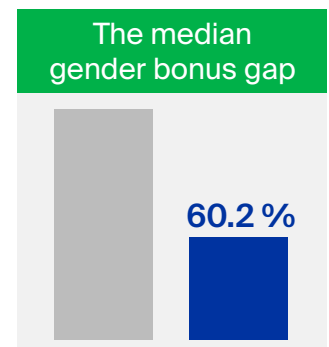
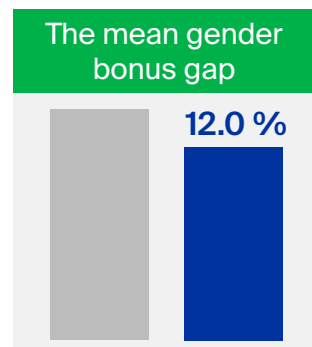
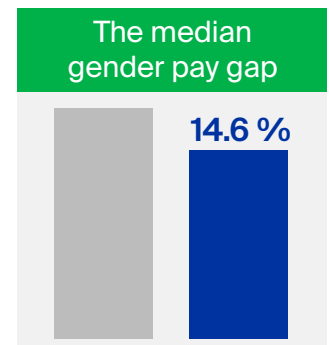
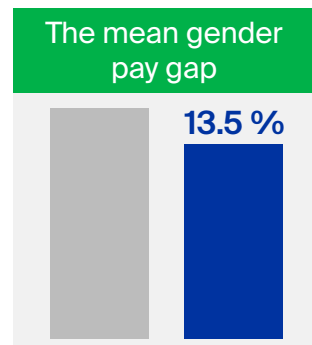
PPG Industries UK Ltd is a business unit of PPG, which operates across 70 countries and has over 47,000 employees globally. PPG is listed on the US Stock exchange and has a heritage of over 135 years in paints, coatings and specialty products. Within UK Industries Divisions we employ approximately 650 people across multiple sites.

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.

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.

Paul Dowie
HR Director, UK and Ireland



Male Female