

2025 IPL Gender Pay Report



A message from Samantha Bruce

I'm delighted to have the opportunity to share AkzoNobel's Gender Pay Gap Report for 2025 which details the gender pay and bonus gap for International Paint Limited (IPL).



With regards to the report, it's important to note the following in respect of the structure of the Corporate Entities across the UK: Each colleague is employed by a Corporate Entity and you can check your contract to see which entity you are employed by. We are not able to report on all individual entities as the numbers are too small to be statistically meaningful.

What is the gender pay gap?

The gender pay gap is the difference between the average hourly earnings of a company's male and female employees. It differs from equal pay, which is the right for men and women to be paid at the same rate of pay for work that is of equivalent value. As a result of the overall methodology, a company may have a gender pay gap if the majority of men are in senior roles, despite paying male and female employees the same amount for similar roles.

The report at a glance

We continue to acknowledge that real and long-term improvements to the current gender pay gap will take time and as a company, and speaking on behalf of all senior leaders across the UK, we remain committed to continuing this journey.

Best wishes,

Samantha Bruce

IPL Director



GENDER PAY GAP

The difference in average earnings between the male and female workforce

What is the gender pay gap?

The gender pay gap is the difference between the average hourly earnings of a company's male and female employees. **It differs from equal pay, which is the right for men and women to be paid at the same rate of pay for work that is of equivalent value.** So a company may have a gender pay gap if a majority of men are in senior roles, despite paying male and female employees the same amount for similar roles.

If an organisation has, for example, a 7% gender pay gap it means that women earn an average of 7% less per hour (excluding overtime) than men. A negative 7% gender pay gap would mean women earned an average of 7% more than men per hour.

What's the difference between the mean and the median figures?

When talking about the gender pay gap most people are talking about the median figure rather than the mean. You can calculate the mean by adding the wages of colleagues in a company and dividing that number by the number of colleagues. This means the final number can be skewed by a small number of highly paid individuals. The median is the number that falls in the middle of a range when everyone's wages are lined up from smallest to largest and is more representative when there is a lot of variation in pay. The median is a typically more representative figure as the mean can be skewed by a handful of highly paid people.

What is the median bonus gender pay gap?

The median bonus gender pay gap is the difference between the median bonus pay of relevant female employees (taken as a single group) and the median bonus pay of relevant male employees (again taken as a single group), expressed as a percentage.

What is the mean bonus gender gap?

The mean bonus gender pay gap is the difference between the average bonus pay of relevant female employees (taken as a single group) and the average bonus pay of relevant male employees (again taken as a single group), expressed as a percentage.



The results

The data provided in this report is based upon the snapshot date of 5 April 2025, and the 12-month reference period up to 5 April 2025 for the purpose of bonus analysis. There is a report for each of these legal entities on our AkzoNobel [website](#).



IPL

In line with most other external Manufacturing organisations with such an extensive history, the historical imbalance between genders has a significant impact on the current gender pay data and whilst there is an absolute commitment from all levels of the business to address the current issues, we also fully recognise that making a significant and sustainable reduction in the current gender pay gap will take both time and continued commitment.

GENDER PAY GAP

MEDIAN
3.2%
2024: 6.1%

MEAN
10.05%
2024: 10.31%

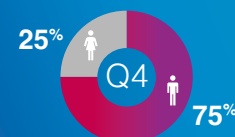
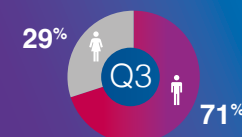
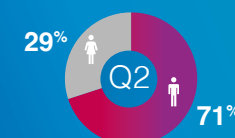
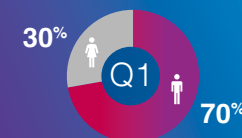


GENDER BONUS PAY GAP

MEDIAN
-1.9%
2024: -3.6%

MEAN
43%
2024: 46.8%

PROPORTION OF EMPLOYEES WITHIN EACH PAY QUARTILE*



*Q4 reflects the highest hourly rates



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