



# Gender Pay Gap Statement

## Introduction

As LG Harris employs more than 250 employees we are required to comply with Government regulations on gender pay reporting by publishing the details of our gender pay gap.

The gender pay gap is not the same as equal pay. Equal pay ensures that men and women receive the same pay for carrying out the same or equivalent work. The gender pay gap is an equality measure that shows the difference in average earnings between women and men.

At LG Harris we have 338 employees – 44.3% of those are female.

Our company LG Harris is a world class manufacturer of decorating products. Harris is a thriving company leading the way in product quality and innovation; successfully supplying millions of decorators around the world.

## The Results

Today we have published our 2018 gender pay gap results. Our results have improved on last year's – our median gender pay gap last year was 19.8%. This year it is 7.45% while the UK national average is just over 18%. We committed to narrowing this gap and the UK Gender Pay Gap regulations provided a great opportunity for us to demonstrate this commitment by implementing key objectives, such as introducing the real living wage to all employees. We believe diversity and inclusion must be part of the way we work, especially in terms of talent and career development, leadership and communication. We will look to graduate traineeships and apprenticeships to help us build our pipeline of women leaders.

The proportion of males versus females receiving bonus is high with 23.6% of men receiving a bonus compared with only 8.1% of women receiving a bonus. The mean gap is 81.5% compared to last year's of 96.6%. This is due to the higher end bonus being paid to senior roles with a heavy focus on commercial positions whereby there are more men than women in senior commercial roles. We believe this gap will decrease in the next pay reporting period as we have started to recruit more females for these positions with the equivalent skills and experience and importantly being paid equally.

This brief report sets out our results and I can confirm that these are accurate. We know that we can and will now be able to do better to help all our employees thrive. As an organisation, we are dedicated to the steps that we set out in this report. These are authentic, clear actions that will enable us to work in an aligned manner and implement the sustainable change that's required.

LG Harris is owned by Orkla, a Scandinavian company. The recruitment strategy is to appoint the best person for the role, regardless of gender. We believe that all our employees should be treated equally with the fairness and integrity that they deserve and as a global business, we take the commitment to our people extremely seriously.

Erik Smith- Hansen, CEO

A handwritten signature in blue ink, appearing to read "Erik Smith-Hansen", with a long horizontal flourish extending to the right.