



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 time of snapshot reporting LG Harris had 285 employees – 45.26% of these are female.

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

Today we have published our 2021 gender pay gap results and these have improved on last year. Our median gender pay gap last year was 2.63% against the UK national average of 7.9% This year our median gender pay gap is 0.84%.

We have come a long way since 2017 when we first reported a median gender pay gap of 19.8%. We committed to narrowing this gap and the UK Gender Pay Gap regulations have provided a great opportunity for us to demonstrate this commitment by launching key initiatives, such as introducing the Real Living Wage and flexible working to our employees. As well as looking how to retain and develop the talent of our female leaders. We also believe diversity and inclusion must be part of the way we work, especially in terms of talent and career development, leadership and communication and have apprenticeships to help us build our pipeline of women leaders.

The percentage of men and women receiving a bonus this year is 100% for both, as all our employees have received a one off bonus as well as those in the bonus scheme.

The mean gap is 28.1% compared to last years of 59.6%. In the past years this has been higher due to more senior and commercial positions dominated by men than women. This has decreased as we have started to recruit more females into these positions with the equivalent skills and experience and equal pay.

This brief report sets out our results and I can confirm that these are accurate. We will continue to improve in this area, to help our employees thrive. As an organisation, we are dedicated to the steps that we set out in this report. These are clear actions that will enable us to work in an aligned manner and implement the sustainable change that is required.

LG Harris is owned by Orkla, a Scandinavian company. Our recruitment policy 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. As a global business, we take the commitment to our people extremely seriously.

A handwritten signature in black ink, appearing to read "Chris Wood", written in a cursive style.

Chris Wood
Managing Director

21st March 2022