

# Hempel (Wattyl) Australia Pty Ltd

## Gender Pay Gap Statement

2023/2024

# 23/24 Gender Pay Gap Statement

## Overview

At Hempel, our purpose is to shape a brighter future with sustainable coating solutions. In Australia, we are known for our Wattyl group of architectural and protective coating products, as well as our Hempel range of high-performance coating products for Marine, Energy and Infrastructure projects. The majority of our products are proudly made and sold here in Australia. Our Australian head office is based in Sydney, with manufacturing sites in Adelaide and Melbourne. This is supported by a national distribution network of Wattyl Paint Centres.

We value our team and the contributions they make. We pay our colleagues fairly for the work they do, and we strive to maintain a diverse working environment, where each and every colleague is given the opportunity to succeed and be rewarded for the work they carry out, irrespective of their gender.

## Our Approach to Salary

Hempel's approach to salary is simple. we want to reward our colleagues fairly for the job they undertake, regardless of gender. This is visible within all our processes and policies.

Our framework covers all roles and, like many other businesses, we pay above the national minimum wage for all roles within the business. Our grading structure represents the way we do business and considers what is right for us and our colleagues.

## Our Data – How pay gaps are calculated

The data presented below relates to the data submitted to the Workplace Gender Equality Agency (WGEA) for the 2023/2024 reporting period. The figures are a snapshot taken from 31 March 2024 payroll data and reflect WGEA analysis of this data.

### How we calculate the mean (average) difference

The mean pay gap is the difference between the average pay of all employees of each gender when added up and divided by the number of employees of that gender in the workplace.



**THE DIFFERENCE = MEAN PAY GAP**

### How we calculate the median difference

The median gap is the difference between the pay of the middle male and the middle female when all of the employees are listed from highest to lowest paid.



## Our 2023/2024 Data

Median Base Pay Gap

**4.5%**

Median Total Remuneration Gap

**7.7%**

Average Base Pay Gap

**9.2%**

Average Total Remuneration Gap

**10.9%**

### Our Workforce Snapshot

Hempel continues to have industry leading progress in most areas and is committed to continuing our work in this area.

Hempel's approach on rewarding colleagues fairly for the job they undertake regardless of gender has positively contributed to the reduction of the Average (Mean) Pay Gap. However, Hempel's Median Pay Gap has slightly increased from last year.

As at the snapshot period, the representation of females at different levels in our business was slightly lower than the previous snapshot period, and the distribution of female employees was also different. This contributed to a small increase in the median gap even as the overall average gap continued to reduce. In the year-to-date period for 2024/2025, female participation has increased to 31% of employees, compared to 28% as at the snapshot period. We continue to see improved participation across all seniority levels, which we expect to reflect continuing progress in these areas.

### Understanding the 2023/2024 Snapshot Data

The chart below divides the total remuneration of full-time equivalent pay for all employees into four equal quartiles. A disproportionate concentration of men in the upper quartiles and/or of women in the lower quartiles can drive a positive gender pay gap.

Total Workforce		Average Total Remuneration
28	72	\$105,000
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Upper Quartile		
23	77	\$166,000
Upper Middle Quartile		
25	75	\$104,000
Lower Middle Quartile		
28	72	\$84,000
Lower Quartile		
37	63	\$67,000

## Notes:

- Gender pay gap information does not take into account non-binary gender identities at this time.
- Part-time, casuals and employees who have not worked a full year have their earnings annualised to a full-time equivalent for average total remuneration. Remuneration data does not include information relating to Overseas Managers
- The average total remuneration is rounded to the nearest \$1,000.

## Delivering on our Promise – Our Action Plan

### Our Global Sustainability Agenda

As a company committed to developing a diverse workforce, diversity, equity and inclusion are an integral part of our strategy. We firmly believe that we will succeed as a business only if we place sustainability at our heart. For us, that means we can only deliver on our purpose if we develop the full potential of our employees – not only of each individual, but also as a diverse group, sharing common ambitions and values.

### Walking the Talk

To ensure we deliver against our sustainability and DEI commitments, we have a full targeted set of KPIs against DEI initiatives. This includes specific metrics to improve the representation of women at all levels in our organisation, and to ensure that all teams within our organisations are gender diverse. This means we also have male participation targets for some areas.

### Attracting and Retaining Female Talent

Our global talent review processes will continue to allow for active monitoring of our female talent progress. We will continue to explore how we attract women into our business and continue to monitor and improve our recruitment processes. We will also focus on how we improve female retention at all levels in our business.

As an equal opportunity employer, we firmly believe in appointing the best candidate for the role regardless of their gender or other characteristics that are not relevant to their ability to do their job.

## Creating an Inclusive Workplace

In 2024, Hempel in Australia successfully delivered a training program on inclusive leadership for our leadership teams which focused on recognising and mitigating unconscious bias and creating psychological safety at work for all employees. Conversations on inclusivity and mitigating unconscious bias are embedded in our recruitment processes.

We continue to have an active diversity and inclusion employee led committee, “Level Up”, which provides input into and leads a range of activities, including spearheading policy and practice improvements within our business to enhance the experience of all our colleagues.

Hempel, as part of its global commitment to supporting employees, announced an increase in the level of paid parental leave support offered to eligible employees to 16 weeks. During the reporting period, Hempel also extended the payment of superannuation to government parental payments. These benefits are available to all permanent employees in Australia regardless of gender, as well as to long term casual employees. We have been pleased by the increased uptake of this leave by male colleagues welcoming new family arrivals.

We continue to embrace hybrid working options across the organisation, at all levels, wherever possible. This is to help our employee better balance work in a way that works for their career aspirations and their home life. Where hybrid working is not an option, we continue to work with our Level Up Committee to explore other ways to deliver similar outcomes to those employees groups.

## Declaration

While we continue to make progress on ensuring Hempel (Wattyl) maintains a diverse and inclusive workforce where everyone has the opportunity to succeed, we recognise that there is more to do in order to reduce our gender pay gaps, which we are committed to doing.

Hempel (Wattyl) Australia Leadership Team