



Gender Pay Gap report 2019

[Start](#)



Henkel UK has set a foundation for closing our gender pay gap, through the commitment of our Executive Committee, initiatives generated by a cross-departmental working group, and guided by our HR professionals.

Despite these efforts, the gender pay gap for 2019 is disappointing. However, I remain convinced that our continued commitment to change, with further initiatives in the pipeline, will help to close the gap in the long run.”

Peter Budden
President, UK & Ireland

Introduction

Under a law that came into force in April 2017, UK companies with 250 or more employees must report annually on the gender pay gap. Henkel is committed to transparency and equality and therefore fully supports this approach.

This third report gives the statistics for Henkel Ltd at April 2019, together with an overview of our strategy for change.

What is the Gender Pay Gap?

A gender pay gap is the difference between average earnings of men and women across an entire organisation. Within the UK, the national average median gender pay gap in 2019 was 17.3% for all employed people.

By contrast, equal pay is about individual job roles; it deals with pay differences between men and women who carry out the same job or work of equal value.

Declaration

We confirm that Henkel Ltd's gender pay gap calculations are accurate and meet the requirements of The Equality Act 2010 (Gender Pay Gap Information).

Signed



Peter Budden
President, UK & Ireland



Robert Larsen
Head of Human Resources UK
& Ireland, and Nordic Region



Within the UK, the national average median gender pay gap in 2019 was 17.3% for all employed people.

Gender Pay Gap results

387 On 5 April 2019, the snapshot date for reporting, Henkel Ltd had 387 employees.

Mean and Median Gender Pay Gap

Mean

Total sum divided by number of employees.



Mean hourly pay gap

30.8%
↑ 3.3pp

Median

Mid-point between the lowest and highest paid.



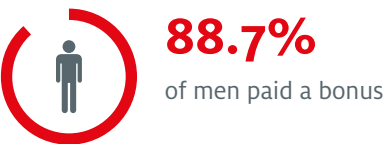
Median hourly pay gap

37.1%
↑ 4.5pp

Please note that increases and decreases are compared to the 2018 snapshot and are shown in percentage points (abbreviated to 'pp').

Mean & Median Gender Bonus Pay Gap

100% of men and women at Henkel are entitled to be paid a bonus – the percentages below reflect the number of staff qualifying by the reporting date of 5 April 2019.



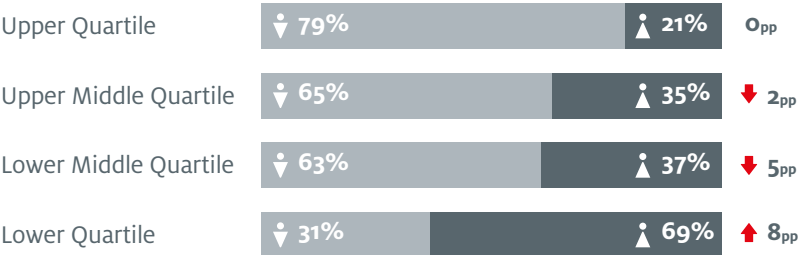
Mean bonus pay gap

55.8% ↓ 1.5pp

Median bonus pay gap

74.7% ↓ no change from 2018

Percentage of Men and Women in each quartile





We have a new maternity leave policy and are actively promoting flexible working, as well as engaging high-potential female employees in training and workshops

Henkel's Strategy to Address the Gender Pay Gap

Analysis has highlighted that Henkel's track record in providing long, stable careers has led to senior management comprising more men than women. This heavily influences the reported figures. This will be the Executive Committee's focus for 2020 and beyond.

Henkel's Adhesive Technologies business division accounts for more than 50% of employees and this is where the greatest imbalance remains. This sector traditionally attracted male applicants and while Henkel is actively working to reach and attract more female interviewees for this business unit, the small number of open positions each year makes progress slow. Henkel representatives continue to attend career fairs, and to work with schools and universities to attract more girls to careers in the fields of science, technology, engineering and maths (STEM).

At the same time, we have a new maternity leave policy and are actively promoting flexible working, as well as engaging high-potential female employees in training and workshops, empowering them to optimise their professional development. This will help to identify and nurture a sustainable pipeline of talented women across all levels within the company.



Henkel representatives continue to attend career fairs, and to work with schools and universities to attract more girls to careers in the fields of science, technology, engineering and maths (STEM)



Making meaningful and sustainable changes will take time and requires a long-term view, with the continued creation of initiatives that support our ambition of closing the Gender Pay Gap. As an HR team, we are committed to helping the business drive these changes and embrace the advantages of a truly diverse and inclusive workforce, which benefits everyone.”

Sylvia Roos

HR Business Partner, Talent, Learning & Leadership, Henkel UK

