

Gender Pay Gap Report 2021

In line with guidelines, the report captures the payment data as of April 2021.

At Newell Brands, we are committed to strengthening our diversity, inclusion and belonging (DI&B) efforts throughout the company. We view diversity as the blending of many backgrounds, experiences and perspectives within our teams. We see inclusion as fostering a collaborative workplace that equally values open participation from individuals with different ideas and viewpoints. We define belonging as the ability for employees to feel empowered to bring their whole selves to work. The outcome of prioritizing DI&B is an environment rich with innovative ideas, an engaged workforce and effective solutions.

Some general facts



more females are working in our business than males



We offer enhanced maternity packages including an IVF policy for all employees



We offer flexible working options for all employees



Hourly rate pay (Difference %)

Since 2018 our gender pay gap has closed to a point where it is now almost balanced.

Mean

1.9%

higher in males than in females

Median

2.5%

higher in females than in males



Bonus pay for 12 months (Difference %)

Whilst this figure show a large swing towards bonuses for females it is due to it being affected by the sales of our retail business and the exceptional performance bonus awarded to all employees by our CEO.

Mean

33%

higher in males than in females

Median

781%

higher in females than in males

Employees by quartile pay bands

Following the sale of our retail business, which was primarily female employees, we have seen a balancing of genders across all quartiles.

	Proportion in quartile %	
	Female	Male
Upper quartile	58%	42%
Upper middle quartile	50.7%	49.3%
Lower middle quartile	48.6%	51.4%
Lower quartile	53.1%	46.9%

Employees eligible for bonus pay

Bonus gap is based on bonuses paid in the 12 months prior to 5 April 2021.

