Gender Pay Gap Report 2020

In line with guidelines, the report captures the payment data as of April 2020.

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

+62%

more females are working in our business than males

We offer enhanced maternity packages

We offer flexible working options for all employees

Hourly rate pay
(Difference %)

The national average pay gap is 15.5%*

*National Office of Statistics: Gender Pay Gap in the UK 2020.

Mean

17.5% higher in males than in females

Median

13.3% higher in females than in males

Bonus pay for 12 months
(Difference %)

Whilst this may show that more men receive a bonus, this is due to the fact that a large percentage of our retail employees who don't receive a bonus are female.

*This includes a large bonus paid to females in the snapshot date, significantly skewing the hourly rate.

Mean

56% higher in males than in females

Median

11% higher in males than in females

Employees by quartile pay bands

In the lower quartile, 83.5% are female due to the stores requiring flexibility and shorter working hours. By nature, this attracts working mums and students. Women are a higher % of all our pay bands as we are a female dominated company.

	Proportion in quartile %	
	Female	Male
Upper quartile	55.9%	44.1%
Upper middle quartile	54.8%	45.2%
Lower middle quartile	53.8%	46.2%
Lower quartile	83.5%	16.5%

Employees eligible for bonus pay

Bonus gap is based on bonuses paid in the 12 months prior to 5 April 2020.

77 out of **229** Female employees received bonus pay

33 out of **141** Male employees received bonus pay

Female bonus eligible employees increased by 13% from last year