



SHERWIN-WILLIAMS.

**SHERWIN-WILLIAMS UK LIMITED
GENDER PAY GAP REPORT APRIL 2025**

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1. Overview of Gender Pay Gap Regulations

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (“Regulations”) came into force in April 2017, which requires employers in the UK (United Kingdom) with 250 employees or more to publish their gender pay gap each year. The gender pay gap data below has been prepared in accordance with the Regulations.

The figures/data below are taken from April 2025 payroll data as a snapshot on 5th April 2025.

Employers are required to report:

- the difference in the mean pay of males and females, expressed as a percentage.
- the difference in the median pay of males and females, expressed as a percentage.
- the difference in mean bonuses paid to males and females, expressed as a percentage.
- the difference in median bonuses paid to males and females, expressed as a percentage.
- the proportion of males and females who received a bonus; and
- the proportion of males and females in each of the four quartiles pay bands.

2. Company Overview

The Sherwin-Williams Company (“Sherwin-Williams”) was founded by Henry Sherwin and Edward Williams in 1866. Sherwin-Williams is a global leader in the manufacture, development, distribution and sale of paint, coatings, and related products to professional, industrial, and commercial customers globally. In the UK, Sherwin-Williams is focused on professional coatings for companies and industries. With the full breadth of innovative liquid and powder technologies, Sherwin-Williams provides high-performance coatings for all substrates, including metal, wood, plastics, and composites.

Sherwin-Williams UK Limited is part of the Sherwin-Williams group (“Group”). On the snapshot date of 5th April 2025, SWUKL employed a population of 1059 employees in the UK.

The company operates several businesses and is comprised of industrial coatings for wood and general industrial applications, automotive refinish, protective and marine coatings, packaging coatings, and consumer products. Below is a summary description of each business area:

Protective & Marine

Delivers unparalleled asset protection in specification-driven markets such as infrastructure, oil, and gas, and marine. The division serves a wide array of markets including Bridge & Highway, Fire Protection, Flooring, Food & Beverage, Marine, Oil & Gas, Power, Rail, Steel Fabrication, and Water & Wastewater.

Packaging

Provides coatings that protect metal, glass, and plastic containers. The product line comprises of coatings for interior and exterior use in metal packaging containers such as food containers and beverage cans, product coatings for aerosol and paint cans, bottle crowns for glass and plastic packaging, and glass bottle closures.

Consumer Brands

Manufacturers architectural paint in over 2000 readymade colours, and colour matching technology allows this business to colour-match over two million colours. There are several household brands within the consumer product portfolio, including Valspar, Ronseal, Thompson's, Purdy and Geocel.

Automotive Refinishes

Manufactures and distributes a complete line of paint and coating systems for automotive and commercial refinishing industries providing high-performance interior and exterior coatings, along with associated products.

Industrial Wood

Manufacturers and finishers coatings for cabinetry, furniture, flooring and building products with exquisite finishes and colour expertise.

Coil

A portfolio of time-tested coil coatings engineered for best-in-class performance and colour. Our coatings protect some of the world's most innovative and distinctive metal building products in the world. We offer an extensive coil portfolio of coating solutions for building products ranging from metal roofs, wall panels, gutters, rainware, windows and curtain walls.

General Industrial

Offers innovative liquid, powder, and electrocoat technologies for OEMs, tier suppliers, industrial designers, and applicators, supporting customers involved in with Energy, Heavy Equipment, Transportation, Building Products, Electronics, Defence, Energy, General Finishing, and Industrial Design coatings operations.

3. How the Gender Pay Gap is Calculated

3.1 Mean (the average) Hourly Pay

The mean pay gap is the difference between the hourly pay of all male and female employees, when added up separately and divided by the total number of males and females in the workforce.

3.2 Median (the middle) Hourly Pay

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

3.3 Mean (the average) Bonus Pay

The mean bonus gap is the difference between the bonus pay of all male and female employees, when added up separately and divided by the total number of males and females in the workforce with bonus plan.

3.4 Median (the middle) Bonus Pay

The median bonus gap is the difference between the bonus pay of the males and females in the middle of the pay distribution, when all the male employees and female employees are listed from highest to the lowest bonus payout.

4. Gender Pay Gap Report for SWUKL

Here is a summary of the gender pay gap position for SWUKL as of 5th April 2025:

4.1 Mean Gender Pay Gap

The SWUKL mean gender pay gap in 2025 is 4.68%, which shows that the average hourly rate of pay for the male population was slightly higher than for the female population. This represents an ongoing decrease compared to figures reported in 2024.

The table below displays the Mean gender pay gap reported for 2024 as a comparison. The mean figure is lower than the national average (according to the 2025 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE), which is 6.9% for full-time employees.

The Mean hourly rate for male employees has increased by £1.47, and the mean hourly rate for female employees by £1.66 compared to 2024. The overall mean hourly difference in pay in 2025 is £1.11 in favour of male employees.

Mean Gender Pay Gap	2024	2025
Sherwin-Williams UK Ltd	5.86%	4.68%

4.2 Median Gender Pay Gap

SWUKL median gender pay gap in 2025 is 0.47%. The figure is significantly lower than the national median (according to the 2025 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE)), which is 12.8%. The percentage shows that the males in the middle of the male employee hourly pay distribution were paid an hourly rate of less than 0.5% higher than females in the middle of the female employee hourly pay distribution when all the employees were listed from those receiving the highest hourly pay to those receiving the lowest hourly pay. The table below displays the Median gender pay gap reported for 2024 as a comparison to reporting for 2025.

The Median hourly rate for male employees has increased by £1.67, and the median hourly rate for female employees by £1.01 compared to 2024. Median hourly difference in 2025 is £0.09 in favour of male employees.

Median Gender Pay Gap	2024	2025
Sherwin-Williams UK Ltd	-3.34%	0.47%

4.3 Mean Gender Bonus Gap

SWUKL total mean gender bonus gap is -7.2%. This represents a significant decrease in the mean gender bonus gap compared with 2024 reporting. The overall percentage indicates that in 2025 on average female employees were paid a higher bonus than male employees.

Annual fluctuations are driven by the performance of Sherwin-Williams' business divisions, resulting in fluctuations in bonus payouts for bonus eligible employees in each division. The distribution of male versus female leadership incumbents in each division varies and contributes to annual bonus gap figures.

Mean Gender Bonus Gap	2024	2025
Sherwin-Williams UK Ltd	20.9%	-7.2%

4.4 Median Gender Bonus Gap

SWUKL Median gender bonus gap is 4.9%. This percentage shows that males in the middle of male employee bonus distribution were paid a slightly higher bonus than females in the middle of female employee bonus distribution, when all the employees were listed from those receiving the highest bonus to those receiving the lowest bonus.

This shift in median gender bonus gap in favour of males equally relates to the strong performance of specific Sherwin-Williams business divisions and the distribution of male versus female incumbents in certain roles across the different business divisions in the UK.

Median Gender Bonus Gap	2024	2025
Sherwin-Williams UK Ltd	-16.1%	4.9%

4.5 Proportion of Bonus Pay

The proportion of males eligible for a bonus payment in the 12 months up to 5 April 2025 was 84.97%, while for females this was lower at 61.04%.

In 2025 the number of employees with bonus plans has slightly increased compared to 2024, resulting in 224 females and 588 males with bonus plan.

SWUKL is satisfied that the gender bonus gap identified does not arise from unequal pay practices. Rather, it is driven by the structural distribution of genders across functions and job levels, with a higher concentration of male employees in roles that offer greater variable compensation opportunities. The company remains focused on strengthening talent development, succession planning, and recruitment processes to support a more balanced representation across all levels of the organisation.

4.6 Pay Band Quartiles

According to the Research Briefing by House of Commons Library “Women and the UK Economy” (2023), across the UK a higher share of males is working as managers, directors, and senior officials. Males are also more likely than females to work in skilled trades, as plant or machine operatives. Females are more likely to work in administrative and secretarial occupations, such as sales and customer service. In addition, the briefing reports females are still more likely than men to be working part time across all occupation groups and part-time workers tend to earn less per hour than those working full time.

The gender pay gap is also impacted by parenthood, where earnings of females fall sharply when they become parents and then stabilise at a much lower level with little growth. Many females have time off from employment, while many others move from full-time to part-time work. Both effects result in a loss of labour market experience that accumulates over time. Other factors include women being more likely to enter ‘family-friendly’ occupations over high-paying ones and caring responsibilities may also constrain the length of time females can spend travelling to work.

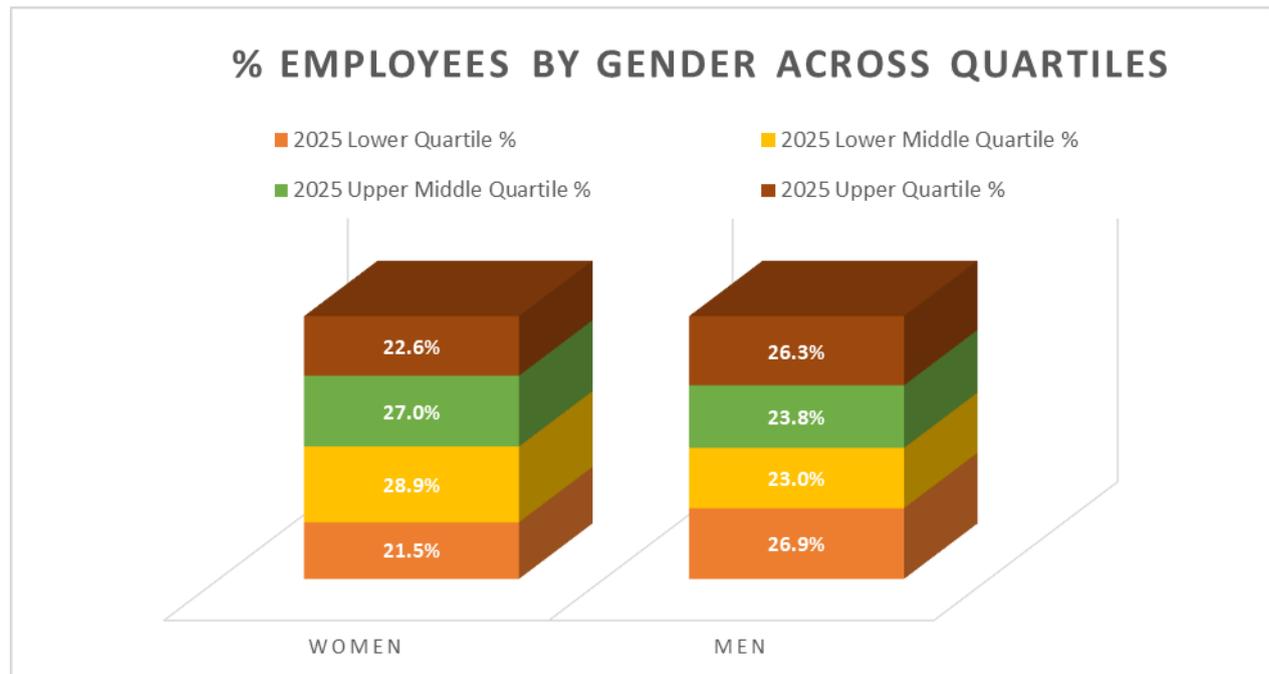
The House of Commons Library is a research and information service based in the UK Parliament. The data sources include the Office for National Statistics (ONS) in UK and the Department for Business, Energy, and Industrial Strategy (BEIS) Small Business Survey, released annually.

For SWUKL the proportion of males and females in each of the four quartiles pay bands is as follows:

2025						
	Women		Men		Total	
Quartile	No.	%	No.	%	No.	%
Lower Quartile	79	29.8%	186	70.2%	265	25%
Lower Middle Quartile	106	40.0%	159	60.0%	265	25%
Upper Middle Quartile	99	37.5%	165	62.5%	264	25%
Upper Quartile	83	31.3%	182	68.7%	265	25%
Total Employees	367	34.7%	692	65.3%	1059	100%

The quartile table shows the SWUKL workforce divided into four groups based on hourly pay rates. Within SWUKL, the size of the UK workforce as of 5 April 2025 was 1059. There is a majority of males employed in the business (692 compared to 367 females). The overall makeup of the workforce is 65.3% male and 34.7% female. The number of males to females is higher across all quartiles. Analysis in 2025 shows a slight increase in the percentage of female employees in all quartiles compared to the figures reported in 2024, with the exception of a small decrease in the upper middle quartile. The opposite trend can be noted for males in 2025 compared to 2024.

2025										
	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
Women	79	21.5%	106	28.9%	99	27.0%	83	22.6%	367	35%
Men	186	26.9%	159	23.0%	165	23.8%	182	26.3%	692	65%
Total Employees	265	25%	265	25%	264	25%	265	25%	1059	100%



Upon reviewing the distribution of employees by gender across the different quartiles in the table above, it can be noted that the number of males employed in SWUKL is highest in the lower quartile and upper quartile (respectively 26.9% and 26.3%). A total of 55.9% of female employees falls within the lower middle and upper middle quartiles. The difference between the % of female versus male employees within the upper quartile is less than 4%.

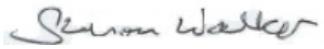
5. Gender Pay Gap Report for SWUKL

SWUKL, as referenced in the company overview is part of the Group. As a global company with multiple businesses in the EMEA region, Sherwin-Williams has company-wide enterprise initiatives and HR programmes targeted at reducing the gender pay gap and making SW a fair and inclusive place to work, inclusive of a clear policy and ID&E initiatives, work-life balance promotional policies, targeted talent acquisition & management initiatives and KPI's.

SWUKL recognises the need to continue to take all the necessary measures to ensure it maintains its efforts to date and to pursue new opportunities to promote gender diversity across its workforce.

6. Declaration

I can confirm the gender pay gap calculations contained herein are accurate and have been collated in accordance with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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Simon Walker
Senior Finance Director