

Gender Pay Gap Report 2022

In line with guidelines, the report captures the payment data as of April 2022.

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 %)

Our Median shows a very low gender pay gap across our employees which reflects our values as a company. Whilst we see a higher mean we can attribute this to the higher representation of males in the senior leadership positions.

Mean

9.2%

higher in males than in females

Median

0.2%

higher in males than in females



Bonus pay for 12 months (Difference %)

Our more senior positions attract a higher bonus potential, a higher number of these are occupied by males which explains the higher mean.

Mean

50%

higher in males than in females

Median

7%

higher in males than in females

Employees by quartile pay bands

We continue to see a balance of genders across all quartiles.

	Proportion in quartile %	
	Female	Male
Upper quartile	53.4%	46.6%
Upper middle quartile	53.4%	46.6%
Lower middle quartile	49.3%	50.7%
Lower quartile	58.1%	41.9%

Employees eligible for bonus pay

Bonus gap is based on bonuses paid in the 12 months prior to 5 April 2022.

