



# Gender Pay Report 2019





# Inclusion & *diversity* at SC Johnson

**At SC Johnson, we see inclusion and diversity as mission critical for creating an environment where everyone feels accepted, valued, safe and respected.**

We believe that the fundamental vitality and strength of our worldwide company lies in our people. Since our founding in 1886, SC Johnson has been guided by our commitment to keep earning the goodwill of the people around us. It matters to us that we do right by employees, consumers, the public, our communities and the world at large, and treat everyone with integrity and respect.

SC Johnson has created a culture that helps attract, retain and inspire the best people. Through our values and actions, we continue to demonstrate our commitment to the development and empowerment of women around the world.

In 2019 SC Johnson was named one of the World's Best Workplaces by Great Place to Work® for the seventh consecutive year. SC Johnson has been recognized as a Best Workplace nine times and we're proud to be recognised for a second year running as a Best Workplace for Women, improving our ranking of 14th to 11th, demonstrating our commitment to enabling Women to achieve their potential.

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In 2019 **SC Johnson U.K. ranked No. 11**  
on the **GREAT PLACE TO WORK®**  
list of **Best Workplaces for Women**  
in the large-sized category.

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We are **committed to the development** and empowerment of **women around the world.** ”



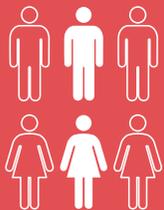
# What is the *Gender* Pay Gap?

A gender pay gap is the difference between average male and female pay within an organization. It does not compare the pay received by men and women for doing the same or equivalent work (otherwise known as equal pay).



## Mean Pay Gap

Mean is the difference between the average pay for women compared to men.



## Median Pay Gap

Median is the difference between the pay rate for the middle woman compared to that of the middle man.



Women make up  
**66.3%**  
of SC Johnson's  
U.K. workforce

# Our 2019 Results

## Gender Pay Gap



**Mean** Gender Pay Gap In Hourly Pay



**Median** Gender Pay Gap In Hourly Pay

## Gender Bonus Pay Gap



**Mean** Bonus Gender Pay Gap



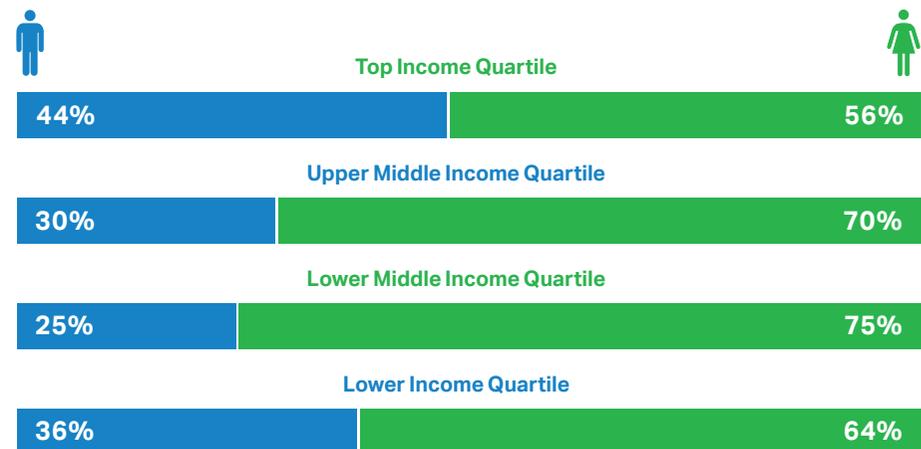
**Median** Bonus Gender Pay Gap

A positive figure represents, on average, female employees having lower pay or bonuses than male. A negative figure represents, on average, female employees having higher pay or bonuses than male.

## Proportion Of Males & Females Receiving A Bonus



## Population By Pay Quartiles



SCJ EurAfne Ltd data effective 5th April 2019

# Progress Since Our 2017 Report

Since we began reporting our Gender Pay Gap in 2017, SC Johnson has been committed to deploying and enhancing our existing processes and programmes to support and drive gender balance in the Company. Since our first report, we have made several positive steps:



## Compensation Philosophy

- ✓ All our managers have been trained on our global compensation philosophy, inclusive of equity and pay for performance as part of our yearly merit cycle.



## Family-Friendly Policies

- ✓ In 2018 we reviewed our working from home (Smart Working) policy in the U.K. to increase the number of days team members can choose to work from home.
- ✓ We offer flexible working policies including flexible start and finish times.
- ✓ We operate a compressed 4.5 working week to enable all U.K. employees to enjoy a greater work-life balance.
- ✓ We have enhanced maternity and paternity leave policies.



## Women's Business Council

- ✓ Our U.K. Women's Business Council (WBC) launched in early 2018. This group is led by two female cross-functional colleagues and sponsored by senior management. The WBC has an annual events agenda which regularly hosts networking and development events, open to all SC Johnson U.K. employees. The WBC has grown in momentum and is well supported by global leaders who regularly form part of hosted events and champion this gender initiative.
- ✓ The WBC Charter is "To attract, retain and develop women at all levels within SC Johnson and to enable them to reach and contribute to their full potential by providing them programs and tools for leadership and skill development."



## Health & Wellbeing Agenda

- ✓ At SC Johnson we always look for new ways to support our employees so they can bring their whole self to work and achieve their potential. In 2019, we launched our Mental Health Champions, who are trained Mental Health First Aiders, and actively drive initiatives to promote awareness of mental health issues in the workplace. We have also trained our people managers so they are aware of mental health issues and know how to effectively manage their employee's wellbeing.
- ✓ We have also recently been recognized as a Centre of Excellence in Wellbeing which not only demonstrates our commitment to this agenda but also further emphasizes our ability to support our employee's health and wellbeing.

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SC Johnson is a fifth-generation family company **built on the spirit of our people.**

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# Our *Commitments* for 2020

Over the next year we will continue to focus on the following areas to help support and drive gender balance:



## Talent Acquisition

- › Ensuring inclusive recruitment practices through our attraction and selection activities.
- › Using a range of assessment tools, which may include structured interviews, case study exercises and ability testing, to reduce and eliminate any unconscious bias and to ensure the best candidate is appointed.
- › Providing unconscious bias and awareness training for managers.
- › Building our Employer Brand to attract diverse talent.
- › Implement a candidate experience survey to strengthen a feedback culture which ultimately supports the development of our teams.



## Management of Succession & Development

- › Driving purposeful career conversations between people and people managers through our strong succession and development process.
- › Offering a mentoring programme available for our high-performing people, which assigns female leaders as mentors.
- › Providing access to our online learning platform for all SC Johnson people to help them identify what specific skills and qualities they wish to develop further.



## Compensation Philosophy

- › Providing training for all our people managers on our global compensation philosophy, inclusive of equity and pay for performance.
- › Regularly reviewing gender balance actions with business leaders.
- › We will be offering employee training on our SCJ compensation philosophy to enable employees to build greater understanding on our practices.



## Family-Friendly Policies

- › Offering flexible working policies including working from home (Smart Working), and flexible start and finish times.
- › Offering a condensed work week for U.K. employees.
- › Offering enhanced maternity and paternity leave policies.



## Building Manager Capability

- › We will continue to build and roll-out capability programs which enable our leaders to develop their teams to fulfil their potential.



**We are creating a better future ...**

for the planet, for future generations and for every SC Johnson team member.



# Declaration

We confirm that the SC Johnson data is accurate and calculated in accordance with the guidance and requirements prescribed by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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“ SC Johnson is a family company at work for a better world. We make products to improve lives. ”