

Diversity Pay Report Colart 2019

Dear all,

For our culture to *feel like a family*, we recognise the importance of creating a working environment that is inclusive and respectful such that we become a company where people want to stay and grow. We recognise that this commitment must be irrespective of gender.

For this reason, we communicated our intention to publish a gender pay gap analysis this year. This analysis has been conducted across three regions and you can read the results by clicking on the following links:

1. [The US](#)
2. [Europe](#)
3. [China](#)

Whilst transparent communication of results is the first step, the next step has to be deciding on what are we going to do with the insights. The papers give an overview of initiatives we are driving across the Group but we realise that this is just the start and there is more to do.

We value your thoughts about these results and ask you to send any comments to me directly or via your local HR business partner. This will help us delve deeper into the analysis that will be conducted on an ongoing basis. In effect, this is the first year that we have completed such comprehensive analysis and we plan to repeat every year to track performance against the actions highlighted.

Best Regards,



Jane Beeston
Chief People Officer