

What Is the Gender Pay Gap?

The Gender Pay Gap is not the same as unequal pay which is paying men and women differently for performing the same (or similar) work. Unequal pay has been unlawful since 1970.



A positive number indicates that men on average earn more than women



A negative number indicates that women on average earn more than men

Mean Pay Gap

The mean gender pay gap is the difference in the average hourly pay for women compared to men, within Colart regardless of what they do

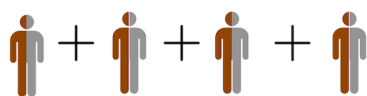
Sum of female hourly rate



Total number of females in Colart

VS

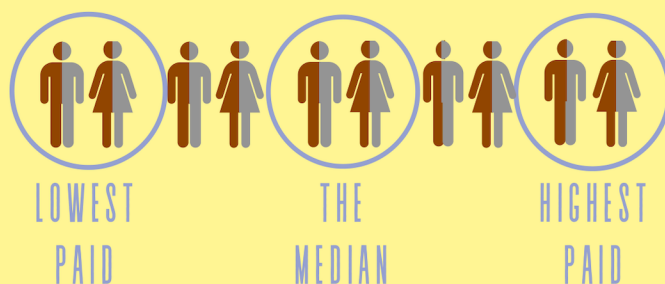
Sum of male hourly rate



Total number of males in Colart

Median Pay Gap

A median pay gap is a calculation of the exact midpoint between the lowest and highest paid man in Colart Europe versus the equivalent women. In effect, if you separately lined up all the women in Colart in Europe and all the men, the median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle male.



The Gender Pay Gap Is Different From Equal Pay

It is important to note that gender pay analysis is not the same as equal pay. 'Equal Pay' is about a man and a woman receiving equal pay for the same or similar job.

“gender pay analysis is not the same as equal pay”.

We are confident in Colart that men and women are paid equally for doing equivalent jobs and we are committed to rectifying any anomalies that may exist.

Our annual pay review process is such a mechanism for reviewing decisions that may lead to such an anomaly