



# Gender Pay Report 2020







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

## 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 2020 SC Johnson was named one of the Worlds Best Workplaces by Great Place to Work for the eighth consecutive year. SC Johnson has been recognized as a Best Workplace 10 times and we're proud to be recognised for a third year running as a Best Workplace for Women demonstrating our commitment to enabling Women to achieve their potential.

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In 2020 **SC Johnson U.K. ranked No. 19**  
on the **GREAT PLACE TO WORK®**  
list of **Best Workplaces for Women**  
in the large-sized category.

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**Best Workplaces™**  
For Women  
Large Organisations



UK  
2020

**SC JOHNSON UNITED KINGDOM**

RECOGNIZED AS A BEST WORKPLACE™ FOR WOMEN  
BY GREAT PLACE TO WORK®!

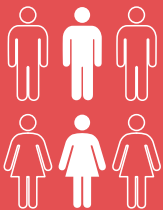
# What is the *Gender* Pay Gap?

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.

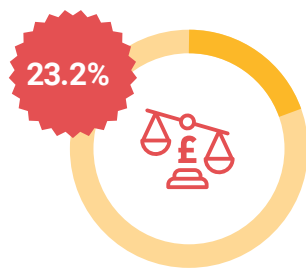


Women make up  
**67.9%**  
of SC Johnson's  
U.K. workforce

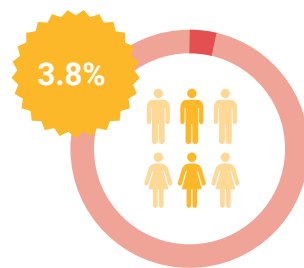


# Our 2020 Results

## Gender Pay Gap



**Mean** Gender Pay Gap In Hourly Pay

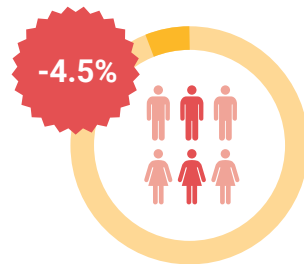


**Median** Gender Pay Gap In Hourly Pay

## Gender Bonus Pay Gap



**Mean** Bonus Gender Pay Gap



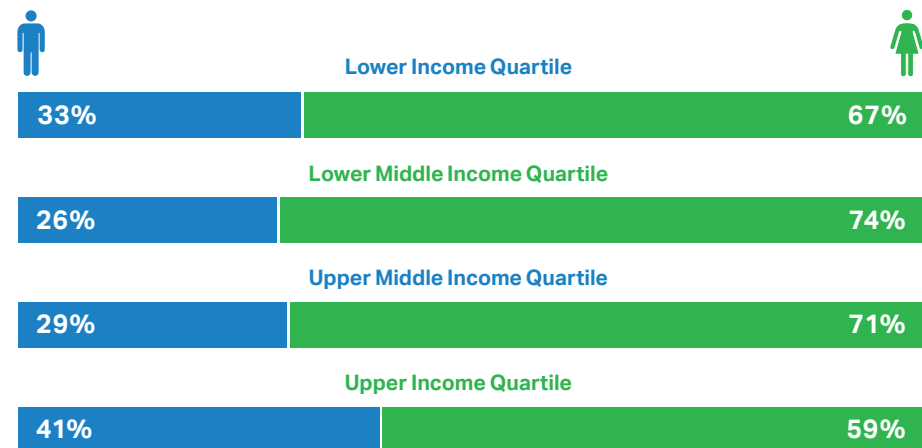
**Median** Bonus Gender Pay Gap

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 6th April 2020



# 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 at the Company. Since the 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. This was further enhanced in 2020, prior to the Covid Pandemic.
- ✓ 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

- ✓ Launched in 2018 the UK Women's Business Council (WBC) has welcomed a huge variety of speakers and conducted learning sessions for all employees. All this under the mission "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."
- ✓ The WBC has grown in momentum and now includes a team of 9 who activate a calendar of programmes including talks on health issues, mental wellbeing and practical support as well as motivational talks from global leaders across the company.



## Health & Wellbeing Agenda

- ✓ In 2019 we launched our Mental Health Champions who act as ambassadors actively driving awareness of mental health issues for employees. We also trained our people managers on Mental Health Awareness because we strive for people to bring their whole self to work. In the last year we have rolled out an extensive programme of wellbeing seminars and practical workshops to give employees the tools to manage their wellbeing. Topics include; financial wellbeing, physical wellbeing and mental wellbeing activity.

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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 2021

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.
- › In 2021 we will be deploying a new Interview Expectations programme which will equip managers with new competency interviewing skills as well as a redefined process to reduce and eliminate any unconscious bias and to ensure the best candidate is appointed.
- › Providing unconscious bias and awareness training for managers.
- › Continue 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.



## 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.



## 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.
- › A Total Reward Survey completed by all employees will provide insights and together with business strategies and market trends this feedback will determine how our rewards programmes should change in future.



## 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.



# Our *Commitments* for 2021



## 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 inclusive of a new Diversity & Inclusion module and Unconscious Bias Training.



## EMEA Diversity & Inclusion Roadmap

We are building our EMEA diversity & inclusion roadmap that will initially have a focus on gender diversity. As part of the roadmap and in conjunction with senior leaders we will be activating a number of initiatives to drive our D&I agenda including but not limited to;

- › Celebrating International Women's Day with a calendar of events across a whole week in March to incorporate Ted Talks, Coffee Talks with Leaders across our business and driving awareness and reflection of gender diversity through the #ChoosetoChallenge campaign.
- › Leveraging External Partnerships with the LEAD Network and Inclusive Employers to build and accelerate our programmes.
- › Creating learning opportunities to raise awareness on D&I through Unconscious Bias Training as well as other modules.



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**We are creating a better future ...**  
for the planet, for future generations and  
for every SC Johnson team member.

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# 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.  
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