

Solenis UK Gender Pay Gap Report April 2022

Under the UK Gender Pay Gap Regulations, Solenis is required to report on UK entities with at least 250 employees. Solenis UK Industries Ltd meets this criterion, which is the employing entity at our Bradford and Grimsby location. The figures in this report represent only Solenis UK Industries Ltd entity. The gender pay gap sets out a company's difference in the pay between men and women, using a variety of statistical measures.

It is not a review of 'equal pay', which is specifically a woman receiving the same compensation for the same or similar job.

The Gender Pay Gap Report must disclose:

- The difference in the mean and median hourly rate of pay for men and women
- The difference in the mean and median bonus pay received by men and women
- The percentage of men and women who received a bonus

The percentage of men and women in each of four pay quartiles when all employees are sorted in order from the highest to the lowest paid.

The mean measures the average pay or bonus for a woman against the average pay or bonus for a man. The median compares the difference in the 'middle' pay or bonus for men and women when all values are sorted from low to high.

The Regulations require us to report the gender gap by taking the women's value from the men's and then dividing by the men's value. When the result is a positive number, men's pay is higher than women's and, when the result is a negative number, women's pay is higher than men.

Mean and Median Pay Gap		
	2021	2020
Mean Hourly	-8.80%	-7.60%
Median Hourly	-8.30%	-6.80%
Mean Bonus Gap	-74.00%	-20.60%
Median Bonus Gap	-150.00%	-59.40%

Pay Quartiles				
	April 2021 Female Quartile	April 2021 Male Quartile	April 2020 Female Quartile	April 2020 Male Quartile
Upper Hourly	22.50%	77.50%	22.10%	77.90%
Upper Middle Hourly	16.30%	83.70%	19.90%	80.10%
Lower Middle Hourly	9.30%	90.70%	8.50%	91.50%
Lower Hourly	12.30%	87.70%	14.20%	85.80%

Percentage of Men and Women Receiving a Bonus				
	2021 Male Receiving a Bonus	2021 Female Receiving a Bonus	2020 Male Receiving a Bonus	2020 Female Receiving a Bonus
Percentage of Men and Women Receiving a Bonus	90.20%	91.00%	93.40%	97.80%

At Solenis, we've fueled the growth of our business by creating a culture that delivers a positive experience for every customer during every interaction.

Innovative solutions come from team members bringing their unique perspective to our customers' water and sustainability challenges. As we come together from a broad array of life experiences, we strengthen the value we deliver to customers every day. From diversity in recruiting outreach to leadership inclusivity training to global panels covering tough topics, we actively engage our team to create a workplace where people feel connected and respected.

Solenis is proud to promote a growing list of employee networks that help foster diversity and empower inclusion.

We commit to focus on the following areas this year to support our DE&I strategy:

- Recruitment – We already have mandatory diverse interview panels for all internal and external vacancies to improve decision making. Our aim to introduce a skill-based recruitment model aimed at attracting more females into entry level positions.
- Learning & Development – Women's International Network of Solenis (WINS) is open to all Solenis employees. WINS was launched to grow a company culture that attracts, retains and empowers the industry's most talented women. The group develops a wide range of diversity and inclusion content and programming, such as virtual networking, learning and development programs and our annual celebration of International Women's Day.
- Hold at least one leadership development course specifically aimed at aspiring females.

We are confident that our gender pay gap reporting reflects in favor of females and is not an equal pay issue. It is a result of more females in higher graded positions and a lack of females in lower graded positions, particularly in production, which represents the bulk of our workforce. Adding more women workforce will require a long-term approach, but we have already begun work to increase the number of females working in entry-level positions.

Dan Ball
Total Rewards Leader, Eurasia

Aileen Peters
Senior HR Business Partner, UK