

Solenis UK Gender Pay Gap Report April 2023

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		
	2022	2021
Mean Hourly	9.1%	-8.80%
Median Hourly	-11.9%	-8.30%
Mean Bonus Gap	-27.4%	-74.00%
Median Bonus Gap	-60.6%	-150.00%

Pay Quartiles				
	April 2022 Female Quartile	April 2022 Male Quartile	April 2021 Female Quartile	April 2021 Male Quartile
Upper Hourly	10.9%	89.1%	22.50%	77.50%
Upper Middle Hourly	9.3%	90.7%	16.30%	83.70%
Lower Middle Hourly	10.1%	89.9%	9.30%	90.70%
Lower Hourly	26.9%	73.1%	12.30%	87.70%

Percentage of Men and Women Receiving a Bonus				
	2022 Male Receiving a Bonus	2022 Female Receiving a Bonus	2021 Male Receiving a Bonus	2021 Female Receiving a Bonus
Percentage of Men and Women Receiving a Bonus	97.4%	91.5%	90.2%	91.0%

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 is to attract many more females into our entry level roles, that have traditionally been male dominated. We are taking a number of actions to achieve our aim, including engaging local community on STEM careers available to females and improving our selection process.
- 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 median gender pay gap reporting, in favor of females, is not an equal pay issue. It is rather as a result of few females in lower graded positions, particularly in production, which represents the bulk of our workforce. That said, we have been successful in bringing in more entry level females, which is reflected in the average hourly rate this year being in favour of males.

Aileen Peters
 Senior HR Business Partner – UK, Ireland and South Africa