

## Solenis UK Gender Pay Gap Report - October 2021

Under the UK Gender Pay Gap Regulations Solenis are 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's.

Below are the results of these calculations.

### Mean Hourly Pay Gap

2019: -9.3%

2020: -7.6%

### Median Hourly Pay Gap

2019: -9.3%

2020: -9.5%

### Mean Bonus Gap

2019: -30.0%

2020: -20.6%

### Median Bonus Gap

2019: -49.2%

2020: -59.4%

### Percentage of men and women who received a bonus

2019: Male = 86.6%, Female = 75.3%

2020: Male = 93.4%, Female = 97.8%

### 2019 Pay Quartiles

<b>Pay Quartiles</b>	<b>Male</b>	<b>Female</b>
Upper Hourly	78.1%	21.9%
Upper Middle Hourly	81%	19%
Lower Middle Hourly	92.7%	7.3%
Lower Hourly	86%	14%

2020 Pay Quartiles

<b>Pay Quartiles</b>	<b>Male</b>	<b>Female</b>
Upper Hourly	77.9%	22.1%
Upper Middle Hourly	80.1%	19.9%
Lower Middle Hourly	91.5%	8.5%
Lower Hourly	85.8%	14.2%

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 than in lower graded positions, particularly in manufacturing operations, which represents the majority of our workforce. Solenis is focused on actions to increase the number of females working in these operational positions.

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