

GENDER PAY REPORTING

INEOS Chemicals Grangemouth Ltd

March 2022

Gender Pay Report 2021

Ineos Chemicals Grangemouth Ltd

INEOS Chemicals Grangemouth Ltd (ICGL) operates on one of the largest industrial sites in Scotland. The more than 1.3m tonnes of petrochemicals our employees manufacture help reduce waste and greenhouse gas emissions and include increasing levels of Post-Consumer Recyclate (PCR) in our polymers as we focus on innovative design of both product and process to enable better recyclability in the future.

We produce materials that are used in renewable technologies – including wind turbines, solar panels; lubricants to improve wind turbine efficiency and cable insulation to safely and effectively transport renewable electricity.

We are an important part of a successful transition from traditional hydrocarbon fuels and petrochemicals towards a more sustainable future; our products, our processes and our investments will assist the safe and smooth transition to other forms of power/ energy. The Grangemouth site will play a key part of this 'just transition' to a lower carbon economy.

We aim to establish and maintain a working environment where all employees are treated fairly and equally, ensuring equal opportunities for all. We value our employees and appreciate the benefits of having an inclusive and diverse workforce.

Under UK Legislation that came into effect in April 2017, businesses with more than 250 employees are required to publish data about their gender pay gap.

The regulations require us to report on: -

Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Mean bonus gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median bonus gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Bonus proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

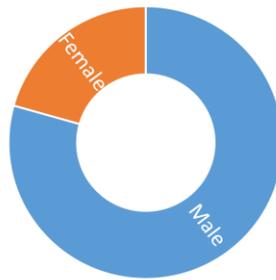
This report is based on a data as of April 2021, looking at hourly pay as defined in the regulations. This includes base pay, allowances and any bonuses paid in the 12 months ending the 5th April 2021.

Demographics

617 Employees



Employee Split



Pay

The gender pay gap relates to differences in average male and female pay within the organisation. It does not compare pay received by men and women doing the same or similar work, this is known as equal pay. Our technician pay structure and our robust job evaluation process provide us with a disciplined framework with which to evaluate roles and to group employees within our salary ranges providing a non-discriminatory pay system.

Difference between gross hourly earnings	
Mean	Median
12.1%	9.2%

Our evaluation, indicates that the difference in average pay is a due primarily to having proportionately more men than women in senior, higher paid roles.

Pay Quartiles

The proportion of male and females in each base pay quartile is shown below.

Quartile	Male	Female
Upper	85.1%	14.9%
Upper Middle	84.4%	15.6%
Lower Middle	78.7%	21.3%
Lower Quartile	67.9%	32.1%

Women make up 21% of our employees but are under-represented in the upper and middle quartiles. The upper quartile and upper middle groups are primarily occupied with management and senior engineering positions. This will be an area of focus for the future, but it is likely to take some time for any changes to take effect.

This spread is consistent with many other businesses in our sector, particularly those businesses associated with Science, Technology, Engineering and Mathematics (STEM) where there are proportionately fewer women entering the sector at graduate level. Within the lower quartile there is a greater gender balance. The roles within this quartile are typically associated with administration and clerical posts.

Bonus

Proportion of Staff receiving a bonus	
Male	Female
79.5%	81.7%

Difference between Bonus Pay	
Mean	Median
12.7%	8.2%

As with pay, the bonus mean is heavily influenced and reflective of the fact that the majority of senior graded staff are male.

Going Forward

As an organisation we are confident that our existing policies regarding recruitment, reward, maternity and flexible working already contribute to our ability to attract and retain women within our organisation.

We have a long tradition of working with local schools to promote and encourage the take up of STEM curriculum subjects. We continue to actively support and host events that enable pupils to meet and interact with positive female role models in our industry. We are keen to support the local College's network for female engineers, working in partnership with them to champion the achievements of female engineers and highlight the opportunities available.



Declaration

I confirm that our data has been calculated according to the requirements of the **Equality Act 2010** (Gender Pay Gap Information) Regulations 2017.
Stuart Collings, CEO



Declaration

I confirm that our data has been calculated according to the requirements of the **Equality Act 2010** (Gender Pay Gap Information) Regulations 2017.
Terry Banham, HR Director