



# UK Gender Pay Report

INEOS Acetyls UK Ltd

For the period ending April 2024

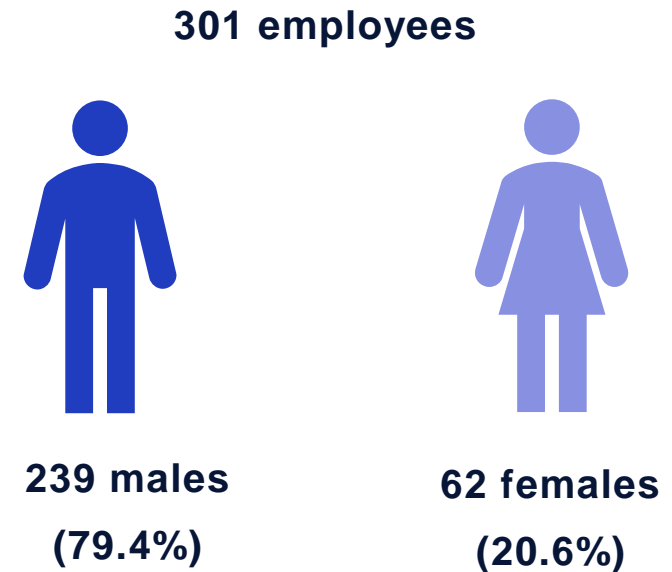
# Gender Pay Report 2024 INEOS Acetyls UK Ltd

- This report outlines INEOS Acetyls UK Ltd's (IAUK) gender pay gap in accordance with the UK government's reporting requirements that came into effect in April 2017.
- At IAUK, we are committed to fostering an inclusive and equitable workplace. This report provides insights into our pay gap figures, the factors influencing them, and the steps we are taking to promote gender balance and equality within our organisation. 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.

<b>Mean gender pay gap</b>	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
<b>Median gender pay gap</b>	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
<b>Mean bonus gap</b>	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
<b>Median bonus gap</b>	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
<b>Bonus proportions</b>	The proportions of male and female relevant employees who were paid bonus pay during the relevant period
<b>Quartile pay bands</b>	The proportions of male and female full-pay relevant

# — Understanding our Gender Pay Gap Data

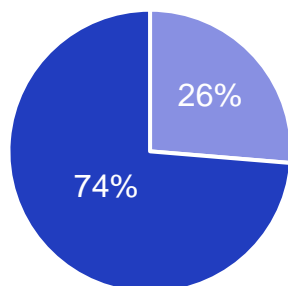
- The gender pay gap represents the difference in average earnings between men and women across our workforce and is distinct from equal pay, which ensures individuals performing the same work receive equal compensation.
- This report is based on a snapshot of data as of 5th April 2024, looking at hourly pay as defined in the regulations. This includes base pay, allowances and any bonuses paid in the 12 months ending the 4th April 2024 for all employees on the IAUK payroll.
- This report does include data for employees hosted by IAUK for other parts of the business. As a result, the figures may be influenced by individuals who are working in other capacities. This means that the reported figures do not exclusively reflect the pay structure of our direct workforce and may be impacted by external factors beyond our core operations.



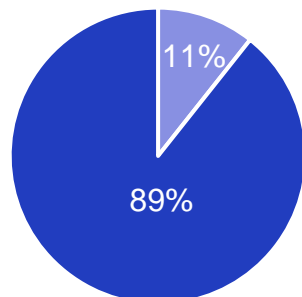
# Pay Quartiles

- Looking at the proportion of females in each quarter gives an indication of their representation at different levels of the organisation. The proportion of males and females in each base pay quartile is shown below.

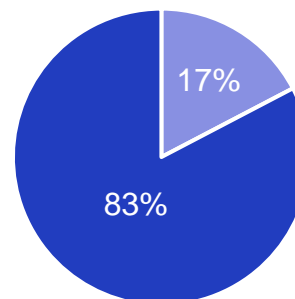
Lower Quartile



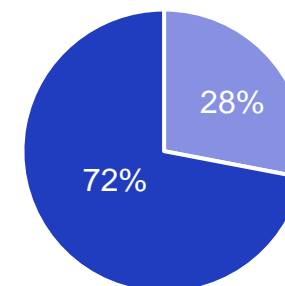
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



■ Male ■ Female

- Women are under-represented in all quartiles. The lowest female representation is in the lower middle quartile. This group is primarily occupied with our Technician population which attracts a low number of women entering the STEM sector in entry-level roles. As STEM careers have historically seen lower female representation, the talent pipeline still remains imbalanced.

# Pay and Bonus Data

## Pay

Difference between gross hourly earnings	
Mean	Median
-8.5%	-0.1%

- On both a mean and median basis, female employees have higher hourly pay than male employees. This is evidenced in the pay quartiles, where there is a greater proportion of females in the Upper Quartile, raising the mean and median.
- Our Technician pay structure, job evaluation and annual pay review processes provide us with a disciplined framework with which to evaluate roles, pay and to group employees with appropriate salary ranges providing a non-discriminatory pay system.

## Bonus

Proportion of staff receiving a bonus	
Female	Male
93.5%	89.5%

Difference between bonus pay	
Mean	Median
0.2%	-7.2%

- The difference in mean bonus pay is attributable to the fact that higher graded employees have a greater proportion of their total benefits package that is dependent on variable pay (bonuses). This leads to a higher bonus opportunity in quartiles where there are fewer females in the organisation.
- Since there are fewer female employees, a small number of high-earning females (in the Upper quartile) can significantly raise the median, whereas a larger male workforce has a more balanced distribution.

# Going Forward...

- We are an organisation committed to attracting and retaining female employees through inclusive recruitment practices, equitable reward structures, and family-friendly policies. Our recruitment approach ensures diverse candidate pools, while our reward framework promotes fairness and transparency in pay and career progression. Additionally, our family policies, including parental leave and flexible working options, support employees in balancing their careers and personal commitments. These initiatives are part of our broader strategy to create an inclusive workplace where women can progress at all levels of the organisation.
- We have a long tradition of working with local education providers to promote and encourage the take up of STEM curriculum subjects and careers in manufacturing, engineering and sciences. We continue to support events and initiatives that enable students to meet and interact with positive role models in our industry 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.

**Edgar Zwanink, HR Director**