

# **Gender Pay Reporting**

**INEOS Acetyls UK Ltd.**

**For the period ending April 2023.**

## Gender Pay Report 2023 INEOS Acetyls UK Ltd.

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.

<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

This report is based on a snapshot of data as of 4<sup>th</sup> April 2023, looking at hourly pay as defined in the regulations. This includes base pay, allowances and any bonuses paid in the 12 months ending the 4<sup>th</sup> April 2023.

### Demographics



### Pay

The gender pay gap is the difference in average earnings between males and females within the same organisation. It does not compare pay received by males and females doing the same or similar work, this is known as equal pay.

Our technician pay structure and our job evaluation processes provide us with a disciplined framework with which to evaluate roles and to group employees with appropriate salary ranges providing a non-discriminatory pay system.

<b>Difference between gross hourly earnings</b>	
<b>Mean</b>	<b>Median</b>
0%	-10%

The figure of -10% indicates that females have higher median gross hourly earnings than males.

### **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.

<b>Quartile</b>	<b>Female</b>	<b>Male</b>
Lower	30%	70%
Lower Middle	20%	80%
Upper Middle	27%	73%
Upper	23%	77%

Women are under-represented in all quartiles however the lowest female representation is in the lower middle quartile. This group is primarily occupied with our technician population. 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, particularly those businesses associated with STEM where there are proportionately fewer women joining the sector at entry level.

### **Bonus**

<b>Proportion of staff receiving a bonus</b>	
<b>Female</b>	<b>Male</b>
96%	90%

<b>Difference between bonus pay</b>	
<b>Mean</b>	<b>Median</b>
7%	5%

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. This leads to a higher bonus opportunity in quartiles where there are fewer females in the organisation.

## Going Forward...

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

We have a long tradition of working with local education providers to promote and encourage the take up of STEM curriculum subjects. We continue to support events and initiatives that enable pupils 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.

**David Brooks, CEO**



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

**Alison Mills, HR Director**