

# **GENDER PAY REPORTING**

**INEOS Chemicals Grangemouth Ltd**

**April 2019**

## Gender Pay Report 2018

### Ineos Chemicals Grangemouth Ltd

INEOS Chemicals Grangemouth Ltd (ICGL) operates on one of the largest industrial sites in Scotland. Our employees manufacture in excess of 1.3m tonnes of petrochemicals including ethylene, ethanol, polyethylene and polypropylene. These are exported and further converted into products that a modern society relies on each and every day. From mobile phones to pharmaceuticals, the chemicals we produce keep people healthy and connected.

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.

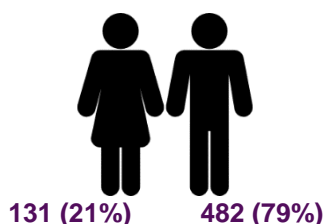
The new regulations require us to report on: -

<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 employees in the lower, lower middle, upper middle and upper quartile pay bands

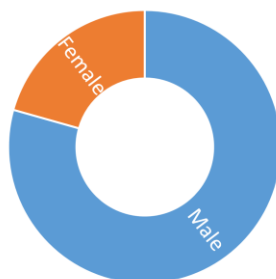
This report is based on a data as of April 2018, looking at hourly pay as defined in the regulations. This includes base pay, allowances and any bonuses paid in the 12 months ending the 5<sup>th</sup> April 2018.

## Demographics

### 613 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
19.78%	15.65%

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	87.5%	12.5%
Upper Middle	86.18%	13.82%
Lower Middle	83.55%	16.45%
Lower Quartile	59.21%	40.79%

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
100%	100%

Difference between Bonus Pay	
Mean	Median
26.08%	20.56%

100% of staff are eligible for the Business Bonus. However, as with pay, the bonus mean is heavily influenced and reflective by 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.  
Tobias Hannemann, CEO



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Terry Banham, HR Director