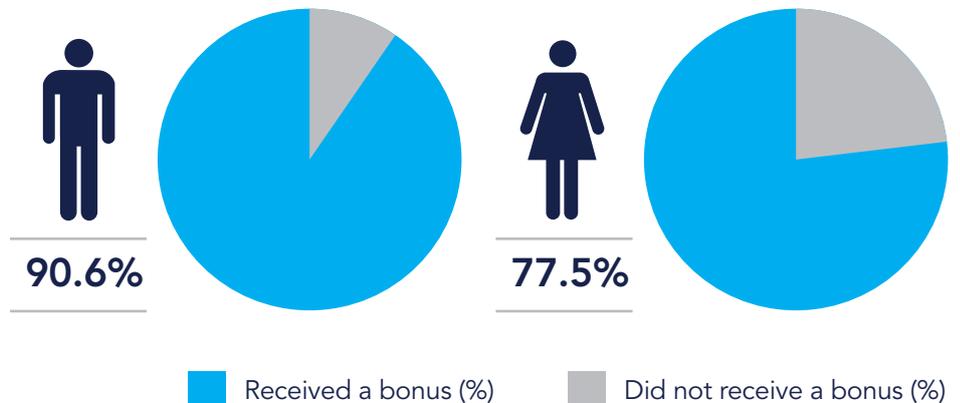




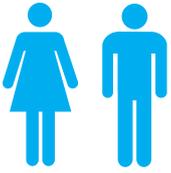
# Synthomer UK: Our 2017 Gender Pay Gap Report

This report details the gender pay gap reporting requirements covered under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The regulations require companies with more than 250 employees to publish information on their gender pay gap.

Pay & Bonus Gap		
Difference between men and women		
	Mean	Median
Hourly fixed pay	29.4%	13.7%
Bonus paid	66.7%	21.4%

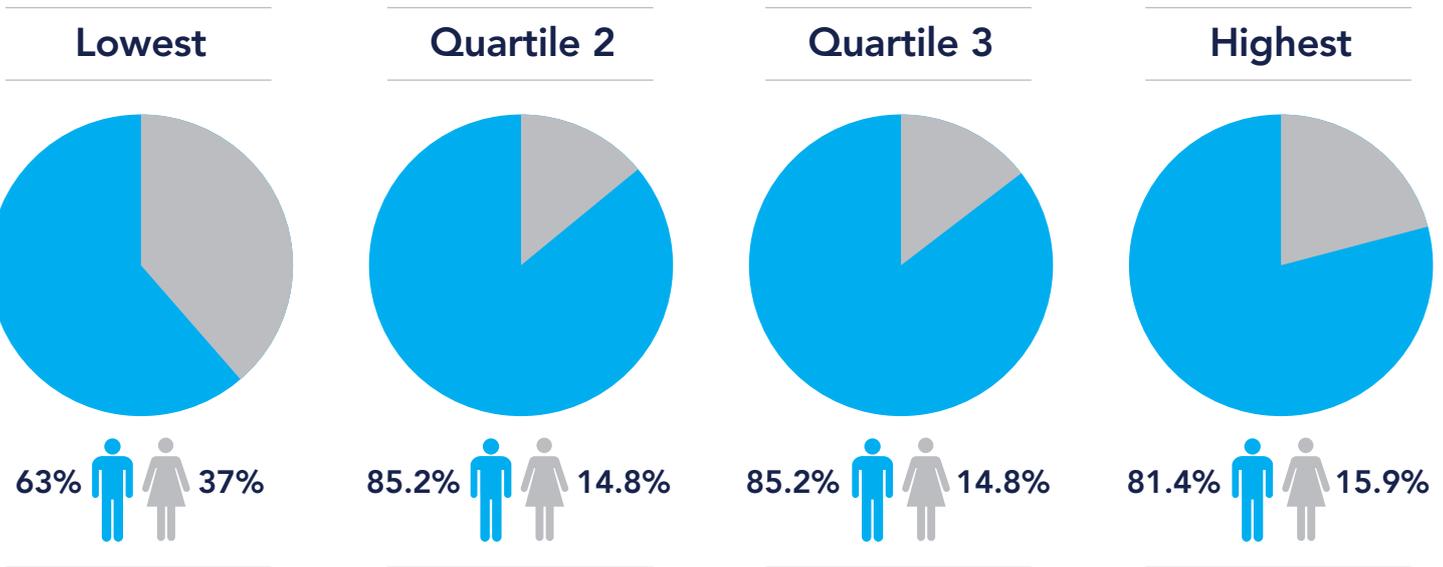


The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2017). It also captures the mean and median difference between bonuses paid to men and women at Synthomer in the year up to 5 April 2017, i.e. for the 2016 performance year



# Our 2017 Gender Pay Gap Report

## Pay Quartiles



The above image illustrates the gender distribution at Synthomer across four equally sized quartiles.

### Our data relates to 337 UK employees

The pay gap between men and women in our organisation is caused by the relatively large proportion of men in our most senior roles. We have a number of talent acquisition and development initiatives in place that are likely to change this situation over time.

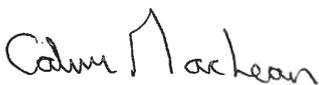
In 2017 40% of new recruits in the UK business were female. We recruit undergraduates and graduates via a range of talent development programmes; the proportion

of women recruited onto these schemes currently stands at between 40% and 60% and is increasing steadily.

As an organisation we have processes in place to ensure that that men and women doing a similar job are fairly rewarded and paid equally.

All UK employees are eligible to receive a bonus subject to a minimum service qualification period of 3 months. The difference in our 2017 statistics between men and women receiving a bonus is a reflection of a significantly increased proportion in that period of new recruits that were female.

I confirm the data reported is accurate.



Calum MacLean  
Chief Executive Officer  
13 March 2018