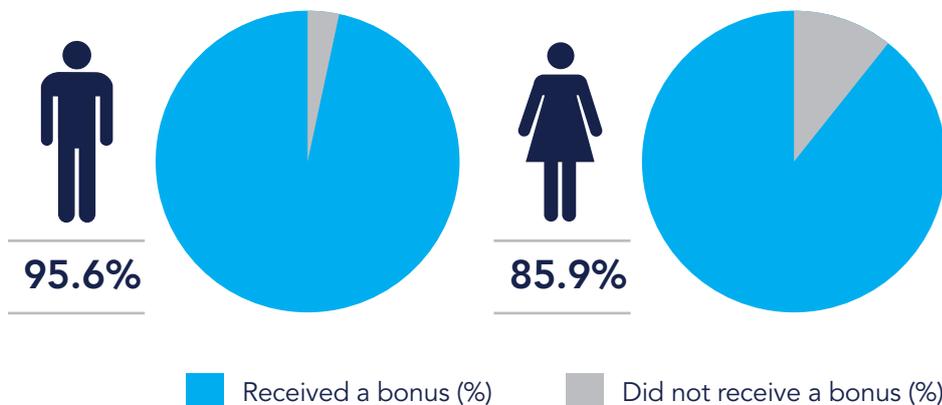


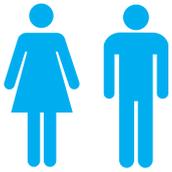
# Synthomer UK: Our 2018 Gender Pay Gap Report

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	27.4%	10.8%
Bonus paid	75.0%	21.7%



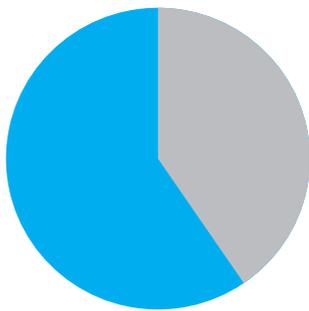
The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2018). It also captures the mean and median difference between bonuses paid to men and women at Synthomer in the year up to 5 April 2018, i.e. for the 2017 performance year



# Our 2018 Gender Pay Gap Report

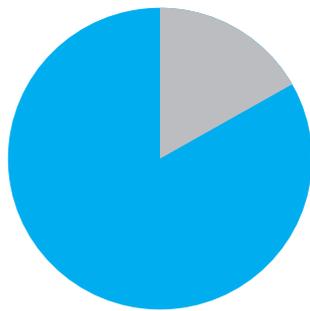
## Pay Quartiles

Lowest



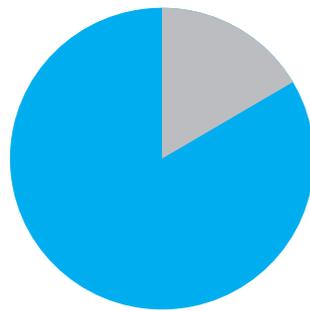
60%  40% 

Quartile 2



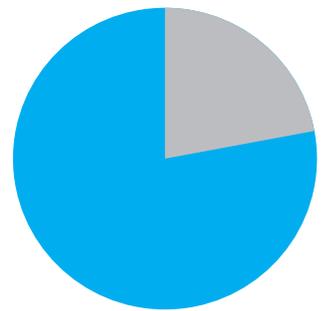
83.1%  16.9% 

Quartile 3



84.3%  15.7% 

Highest



80.2%  19.8% 

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

**Our data relates to 366 UK employees (an increase of 29 from our last report)**

We are pleased that the gap between mean and median basic pay for men and women has reduced since our first report and we expect this trend to continue.

Although the percentage of women in the highest quartile has increased since our last report the gap in pay between men and women in our organisation is still largely caused by the relatively large proportion of men in our most senior roles. As a growing organisation we are investing heavily in talent and various entry level and early career development programmes, we now see these programmes consistently comprising of equal numbers of men and women. Our programmes deliver support in various ways; we use mentoring, virtual learning and psychometrics to support workshops and physical learning events. Over time we expect to see our gender pay gap reduce steadily.

We recognise the importance of role models in gender diversity and we were pleased to appoint our second female Non-Executive Director to our Board in 2018. In 2019 the Board and our Executive team will be undertaking training themselves to support our Diversity and Inclusion agenda.

As described in our 2018 statement all UK employees are eligible to receive a bonus subject to a minimum service qualification period of 3 months. The difference in our statistics between men and women receiving a bonus continues to be a reflection of the increasing proportion of new starters in that period that were female. We continue to see more women joining us in the UK relative to men and as such there is disproportionate impact on bonus eligibility. This will reduce over time.

Accuracy statement: I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.

Calum MacLean  
Chief Executive Officer  
8 March 2019