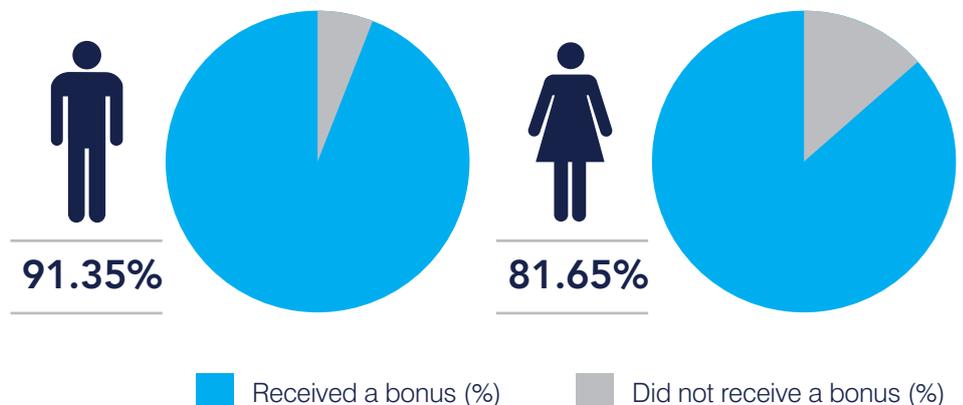


Synthomer UK: Our 2019 Gender Pay Gap Report

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.

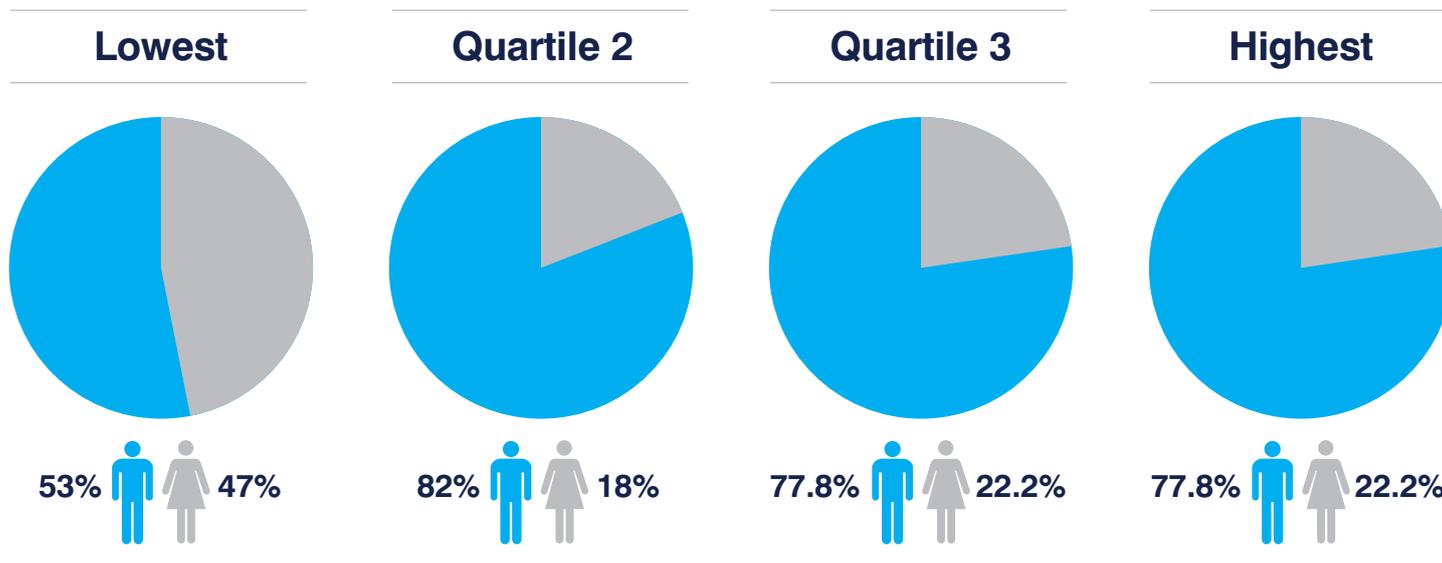
Pay & Bonus Gap		
Difference between men and women		
	Mean	Median
Hourly fixed pay	29.27%	10.08%
Bonus paid	69.5%	-55.9%



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 2019). It also captures the mean and median difference between bonuses paid to men and women at Synthomer in the year up to 5 April 2019, i.e. for the 2018 performance year

Our 2019 Gender Pay Gap Report

Pay Quartiles



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

Our data relates to 398 UK employees (an increase of 32 from our last report)

We have adhered strictly to the stipulated government calculation methodology though this creates an impact on our data that we believe is worthy of comment. Unlike 2017 and 2018, in 2019 and for the first time since gender pay gap reporting started our long term incentive scheme resulted in relatively large cash payments to a number of senior managers in April. This required these payments to be included in pay whereas in previous years equivalent payments had fallen outside of this pay period and therefore had only been counted as part of bonus calculations.

If we had calculated our data on a like for like basis the gap between mean basic pay for men and women would again have reduced slightly from 27.4% to 26.75%.

We are pleased that the gap between median basic pay for men and women has reduced for the second year running.

We expect this trend of a reduction in the gap between hourly pay for men and women to continue.

Again we are able to report a modest increase in the percentage of women in the highest pay quartile though we recognise that we still have a relatively large proportion of men in our most senior and highest paid roles that largely drives the gap in pay and that we need to continue to take action to address this.

For the first time we are reporting that the median bonus for women is higher than the median bonus received by men.

We have continued to invest in our European Graduate Scheme, our Asian Graduate Scheme and our European Talent Development Scheme seeing these schemes as important elements in our long term talent development strategy. Women now outnumber men on these programmes.

In 2019 the Board and our Executive team undertook training to support our Diversity and Inclusion agenda and over 50 of our managers attended recruitment skills training that included specific unconscious bias training.

We have recently communicated plans to launch a Diversity & Inclusion Steering Group and to relaunch our Women's Network.

We believe that actions we are taking in recruitment, talent development and diversity and inclusion will continue to reduce gender pay differentials in Synthomer.

All UK employees remain eligible to receive a bonus subject to a minimum service qualification period of 3 months. There have been moderate but similar reductions in the percentage of men and women receiving a bonus in this data set versus our last report which is linked to continued recruitment in the UK as we grow, with a slight increase in employees of both genders not yet having enough service to join our scheme.

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

Calum MacLean
Chief Executive Officer
9 March 2020

