



Synthomer UK: Gender Pay Gap Report 2023

2023 Gender Pay Gap

CEO Foreword

Diversity, equity and inclusion (DE&I) is a core pillar of Synthomer's strategy – we see it as essential for the success of our business, since diversity in a truly inclusive culture is one of the best ways to stimulate innovation, creativity and excellence. While there is always more we can do as we strive to improve diverse representation, I am pleased to see that our gender pay gap has shown a material improvement in the last year as a result of the progress we have made in the DE&I space.

We are embedding DE&I into everything we do, ranging from diverse recruiting and succession planning to unconscious bias training or inclusive leadership. We continue to advance a number of DE&I initiatives in 2024, progressing the roll out of our Recruiting Inclusively e-learning training, running D&I awareness sessions for ~500 leaders, and developing our DE&I dashboard which will help us measure and monitor our progress. We also set up our first regional network of D&I ambassadors in Asia. Our DE&I-focused employee resource groups, EMPOWER, ENGENDER, and THRIVE, continue to grow and raise awareness of DE&I issues around the business.

Our DE&I performance continued to improve in 2022/23, with the percentage of women in senior management roles increasing to 25.4%, almost double the 2020 level (15.4%). We are now aiming to reach 40% by 2030.

The improvement in senior women representation has been reflected in the material improvement in our mean pay gap, which has closed from 24.5% to 11.2%, and our median pay gap which has reduced from 5.8% to 3.12%. While our median bonus gap has increased, we believe this does not yet show the positive effects of recently recruited women into senior positions. We expect to reverse this increase in future years.

We are encouraged that the number of women in the upper quartile rose for the fifth successive year by 0.7% to 28.3%. We remain committed to attracting, developing and retaining female talent, recognising that there is more to do in achieving our 40% gender diversity target as part of our Vision 2030.

As mentioned in the introduction, DE&I is one of our five core pillars of our business strategy, which clearly demonstrates its importance to our organisation. I truly believe that improving diversity across the organisation provides us with more diversity of thought and leadership, which, in turn, will help us to become the innovative and sustainable business that we strive to be.



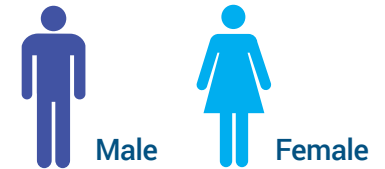
Michael Willome
Chief Executive Officer
March 2023



Accuracy statement: I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

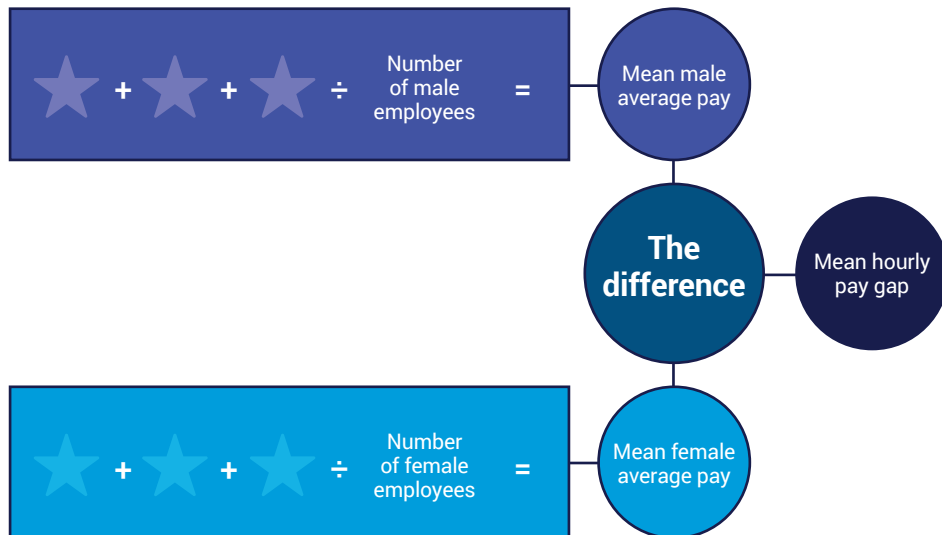
2023 Gender Pay Gap

Means vs. Median Pay Gap



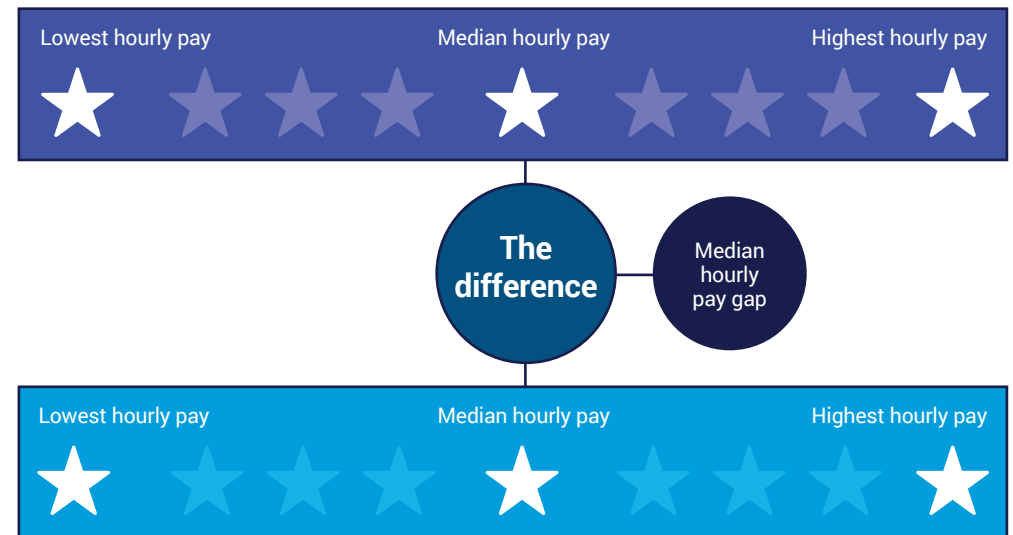
The mean pay gap

The mean gender pay gap is the difference in the average hourly Ordinary pay rate for women compared to men.



The median pay gap

The median represents the mid-point. If you separately lined up all the women and men, the median pay gap is the difference between the hourly Ordinary pay rate of the middle woman compared to that of the middle man.

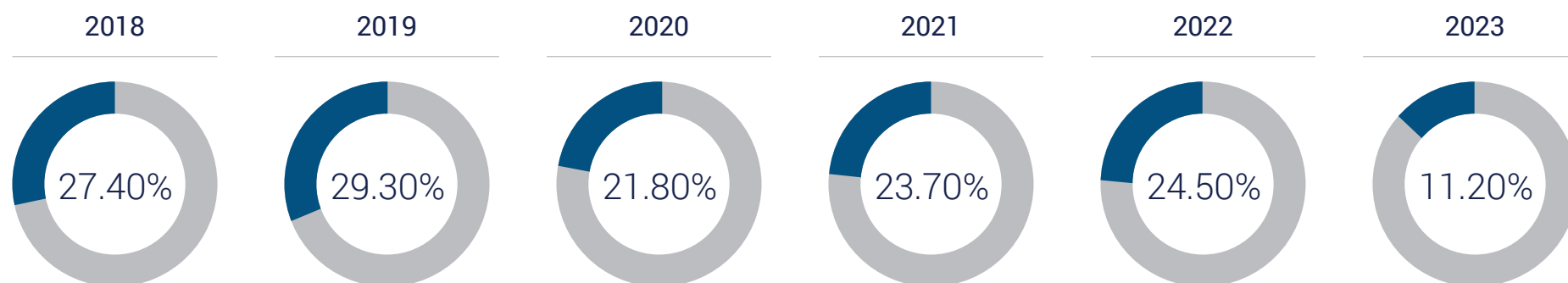


* Ordinary Pay is not limited to basic pay, but also includes other types of pay such as allowances, pay for leave and shift premium pay. It does not include pay for overtime or pay relating to redundancy / termination of employment. The figures used are gross before income tax and national insurance deductions but after any deductions for salary sacrifice benefits e.g. pension, childcare vouchers etc.

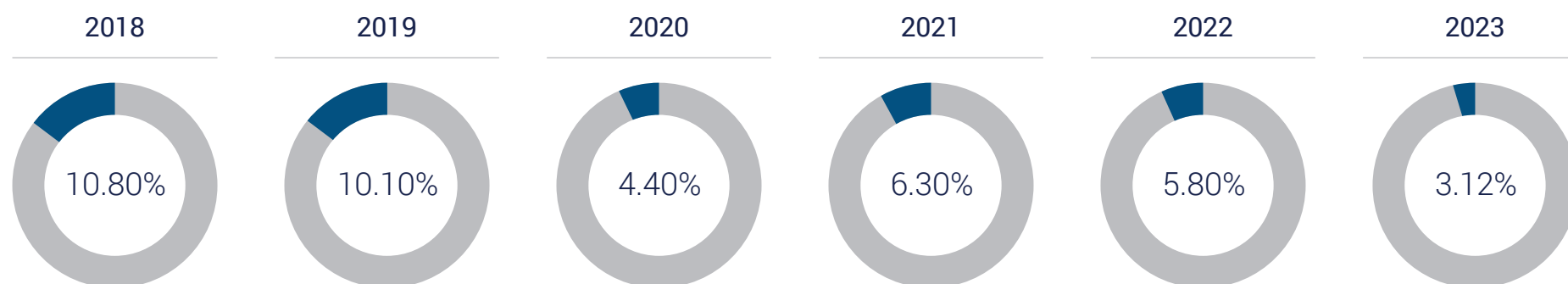
2023 Gender Pay Gap

Sixth year of data

Mean gender pay gap



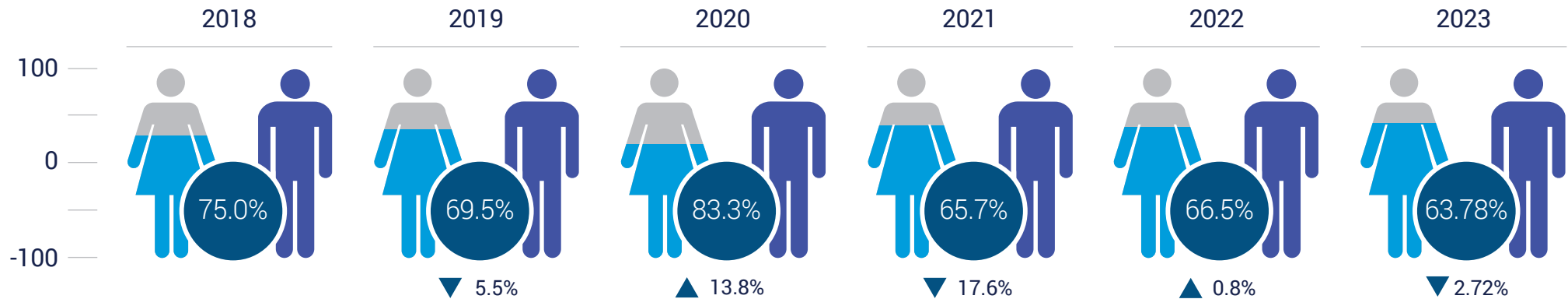
Median gender pay gap



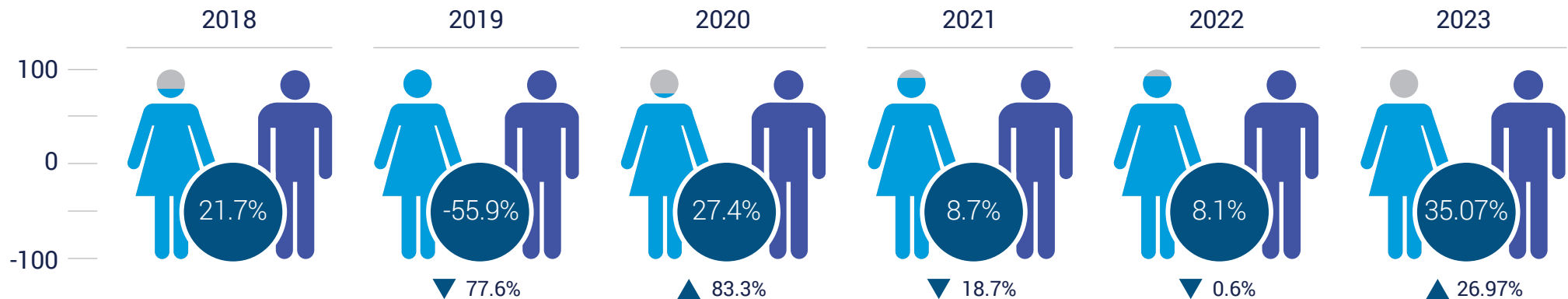
2023 Gender Pay Gap

Sixth year of data

Mean bonus gender pay gap



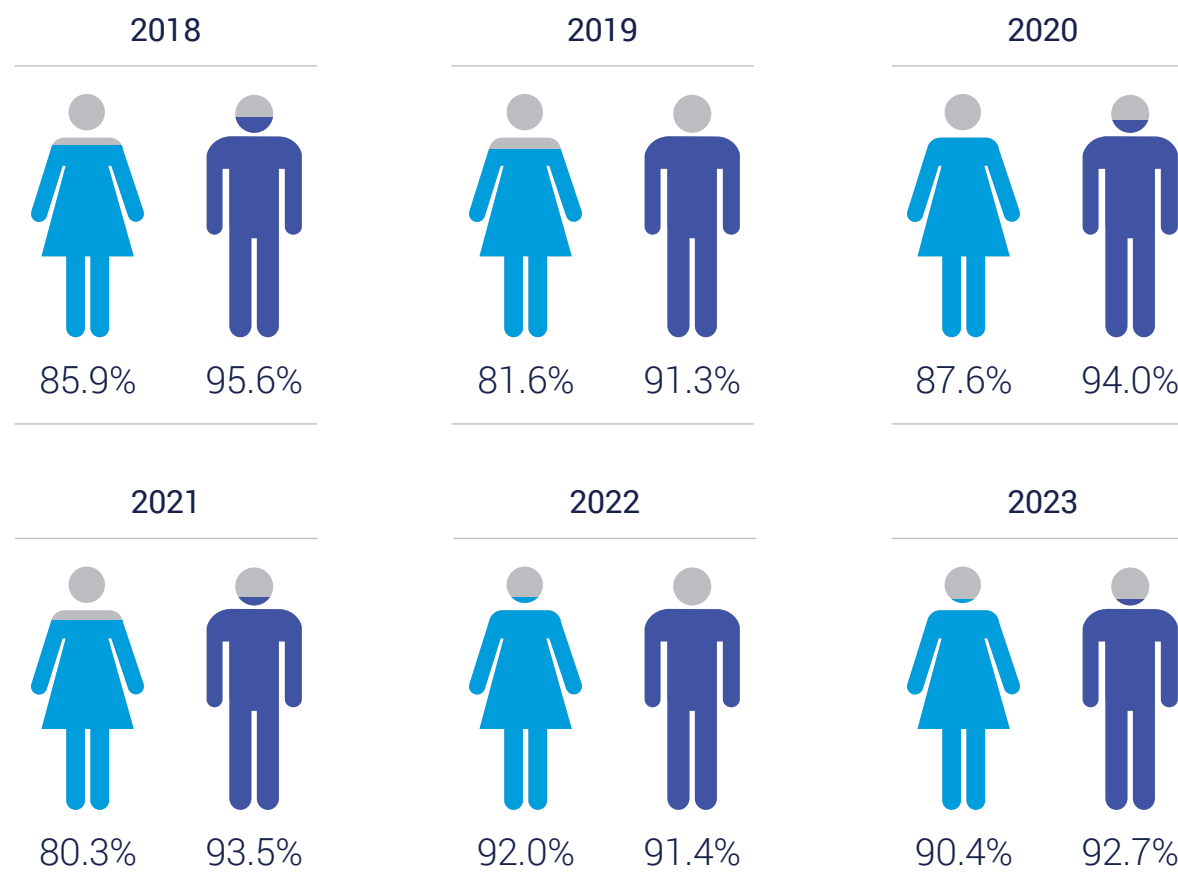
Median bonus gender pay gap



2023 Gender Pay Gap

Sixth year of data

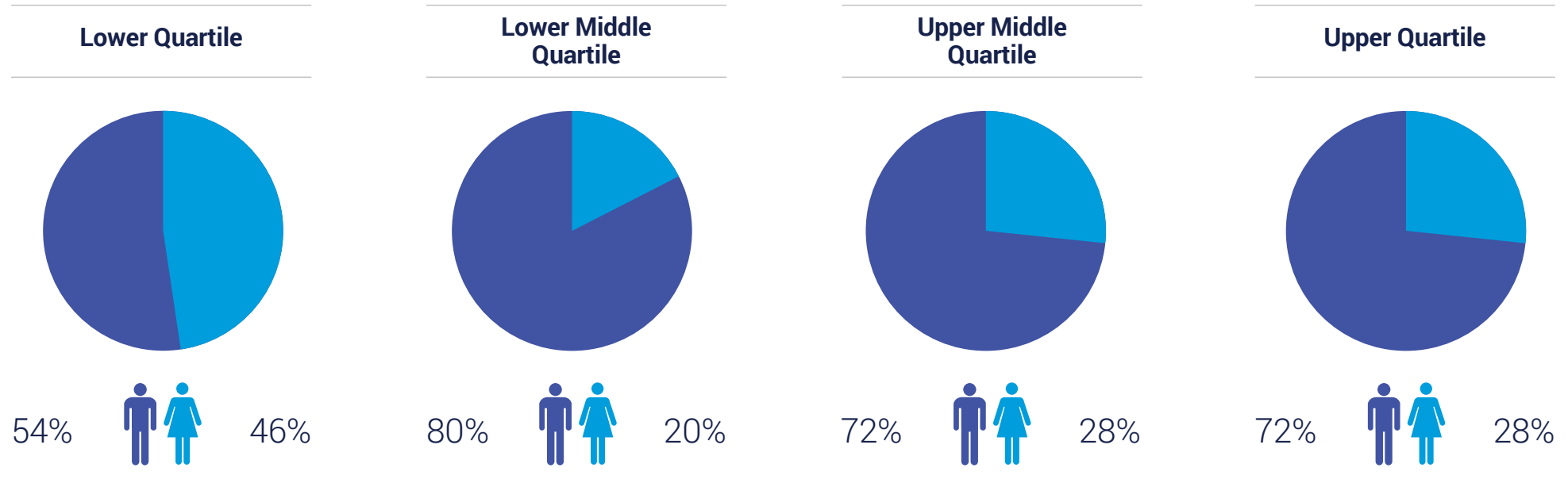
Proportion of females / males receiving bonuses



- Mean pay is strongly impacted by data at the very top of the organisation which in Synthomer is male dominated
- Median pay is less impacted by data at the very top of the organisation and therefore is a broader underlying measure
- Bonus data is more variable year on year, and is influenced by the previous year's performance, PSP scheme performance and the timing of the exercising of share options

2023 Gender Pay Gap

Gender split by quartiles



- % of women in upper quartiles is increasing
- As these “new” women entrants to the higher pay quartiles benefit from salary increases / promotions and bonus / PSP scheme payments the statistics may be expected to improve