



2017 Gender Pay Gap Report

We are an employer required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) regulations 2017.

This involves carrying out 6 calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

It is useful to note that '**Gender Pay Gap Reporting**' is different to '**Equal Pay**' and they should not be confused with each other. Gender Pay Gap reporting shows the difference in the average pay between all men and women in a workforce. Equal Pay relates to a pay difference between men and women who carry out the same or similar job.

We are required to publish the results on our own website as well as the government website. This can be found on the Brenntag Website at - <https://www.brenntag.com/uk-ireland/en/terms-and-conditions/index.jsp>

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

On 5 April 2017 (the 'snapshot' date) our Gender Pay Gap was **10.9%**. We are very happy with this figure as it is well below the national average of 18.1%. We know that the main reason for this minor Gender Pay Gap result at Brenntag UK is the Demographic of employees, with 100% of our Operators and Drivers being male, which makes up about 40% of our total workforce.

The challenge in our organisation, and across Great Britain, is to eliminate any gender pay gap. In Brenntag UK we are confident that we do not pay different salaries for men and women in the same or similar roles and we always recruit based on merit, not on gender or any other protected characteristics. Therefore, in order to reduce our gap we would like to try and encourage more female applicants into those Operations roles that are heavily male orientated.

Gender Pay Reporting requires Brenntag to make calculations based on employee gender. We will establish this by using our existing HR and Payroll records. All employees can confirm and update their records if they choose to by contacting the HR Department – 0113 3879 351 or human.resources@brenntag.co.uk