

GENDER PAY GAP

We continue to be pleased with our Gender Pay Gap Report. We are still below the National Average, with Brenntag UK maintaining a healthy gap of **11.1%**.

As previously reported, our business, and our overall industry, is heavily male dominated, as we can see from our gender split, with 72% of our workforce being male.

Our Gender Pay Gap is strongly influenced by the demographic of our Operations teams, with 100% of our Yard Operators and Drivers being male; this accounts for around 43% of our total workforce. Given the nature of the Operations roles, it is very challenging to attract female applicants.

Ultimately, this causes a Gender Pay Gap, although in our case a relatively minor Gender Pay Gap.

We will continue to try and encourage more female applicants to our Operations roles. We can see that 34% of our new starters in 2018 were Female, showing the company is attracting and recruiting female application to other areas of the business.

As an equal opportunities employer, Brenntag UK Ltd, do not discriminate based on gender. We believe in appointing the best candidate for the role based on merit. We would, of course, welcome applications from any gender for any role. We are also confident that female and male colleagues are paid equally for doing the equivalent jobs throughout our business. We Benchmark our salaries for all our roles, and we are confident that we pay based on the Margin/banding for each specific Job Role, rather than based on Gender. E.g. Similar roles are paid equally throughout the business regardless of Gender.

GENDER PAY GAP RESULTS

Hourly Mean Pay Rate Difference	11.1%
Hourly Median Pay Rate Difference	-1.2%
Mean Bonus Payment	24.2%
Median Bonus Payments Difference	58.6%
% Male Receiving Bonus	94.2%
% Female Receiving Bonus	89.5%
Upper Quartile	76.2% Male and 23.8% Female
Upper Middle Quartile	68.4% Male and 31.6% Female
Lower Middle Quartile	86.0% Male and 14.0% Female
Lower Quartile	60.5% Male and 39.5% Female