

# GENDER PAY GAP

Once again, we continue to be pleased with our Gender Pay Gap Report. Our gap has reduced significantly to **6.33%**.

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, using the statutory formula, this impacts our Gender Pay Gap, although in our case it is a relatively minor Gender Pay Gap (UK average for 2019 is 17.3%).

We will continue to try and encourage more female applicants to our Operations roles. We can see that 42% of our Job Offers in 2019 were to Female applicants, showing the company is attracting and recruiting female applicants to other areas of the business. This is an increase on the previous year, showing a possible reason for the reduction in the Gender Pay Gap. We have also added another Female onto our Board of Directors which also makes a positive impact on our Gender Pay Gap.

Brenntag UK Ltd continues to be an equal opportunities employer by not discriminating based on gender or any other protected characteristic. 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

|  |                             |
|--|-----------------------------|
| <b>Hourly Mean Pay Rate Difference</b>   | 6.33%                       |
| <b>Hourly Median Pay Rate Difference</b> | -3.57%                      |
| <b>Mean Bonus Payment</b>                | 28.85%                      |
| <b>Median Bonus Payments Difference</b>  | 9.68%                       |
| <b>% Male Receiving Bonus</b>            | 93.23%                      |
| <b>% Female Receiving Bonus</b>          | 87.38%                      |
| <b>Upper Quartile</b>                    | 75.8% Male and 24.2% Female |
| <b>Upper Middle Quartile</b>             | 67.2% Male and 32.8% Female |
| <b>Lower Middle Quartile</b>             | 84.7% Male and 15.3% Female |
| <b>Lower Quartile</b>                    | 61.2% Male and 38.8% Female |