

GENDER PAY GAP

Presenting our Gender Pay Gap Report for the current year, we acknowledge an 8.25% gap between the earnings of men and women within our organization.

It's essential to note that our workforce, much like our industry as a whole, is predominantly male, with 71% of our employees being men, leaving women filling the remaining 29%.

Our Gender Pay Gap is notably influenced by the structure of our Operations teams, where 95% of Yard Operators and Drivers are male, accounting for approximately 38% of our total workforce. Despite the challenges in attracting female candidates to these roles, we've made progress in recruiting female drivers and operators this year.

In addition to our recruitment efforts, we recognise the significance of family-friendly policies in fostering equality. To this end, we are committed to providing enhanced maternity, adoption and paternity leave payments. By providing competitive and equitable support for employees during parental leave, we aim to support individuals in taking time off to care for their families without facing financial strain.

Through these initiatives, we continue to work on cultivating an environment where everyone feels valued and supported. We remain dedicated to promoting diversity and inclusion across all levels and departments, driving positive change within our organization and the wider community.

Furthermore, we are actively encouraging more female applicants to our Operations roles and we are committed to increasing female representation across all functions. Additionally, we operate a successful woman into leadership programme and have set a target to have 20% female representation within our senior leadership team by the end of 2030.

Brenntag UK Ltd continues to be an equal opportunities employer, not discriminating based on gender or any other protected characteristic. We believe in appointing the best candidate for the role based on merit. We welcome applications from any gender for any role and are confident that female and male colleagues are paid equally for equivalent jobs throughout our business. Our salary benchmarking ensures fairness, paying based on the margin/banding for each specific job role, rather than gender. Similar roles are compensated equally throughout the business, irrespective of gender.

GENDER PAY GAP RESULTS

Hourly Mean Pay Rate Difference	8.25%
Hourly Median Pay Rate Difference	-11.59%
Mean Bonus Payment	45.37%
Median Bonus Payments Difference	0.70%
% Male Receiving Bonus	85.74%
% Female Receiving Bonus	84.35%
Upper Quartile	65.46% Male and 34.54% Female
Upper Middle Quartile	59.79% Male and 40.21% Female
Lower Middle Quartile	73.20% Male and 26.80% Female

Lower Quartile

83.42% Male and 16.58% Female