

Infineum UK Ltd
Gender pay gap report 2018



Gender pay gap report 2018



Gender pay gap reporting

We believe our business success depends on attracting and retaining great people and creating an inclusive environment where all of our employees, regardless of differences, are inspired to fulfil their potential. At Infineum UK Ltd, we continue to champion inclusiveness in our workplace and focus on improving diversity across our organisation.

We're proud to announce that progress has been made towards improving our gender pay gap, however Infineum UK Ltd still has a gender pay gap. This is due to similar factors as reported

last year – primarily there being a higher proportion of men than women in senior roles in the organisation.

We are committed to achieving increased representation of women in our senior roles and throughout our organisation. We are pleased to report that over the last year, the proportion of senior leadership positions held by women has increased from 21% to 28%, which has had an impact on our gender pay gap.

Infineum UK Ltd gender pay gap

This is the difference in the pay and bonuses of all men and all women employed by Infineum UK Ltd on 5 April 2018. This is different to equal pay, which we regularly review to ensure men and women in comparable roles are paid equitably.

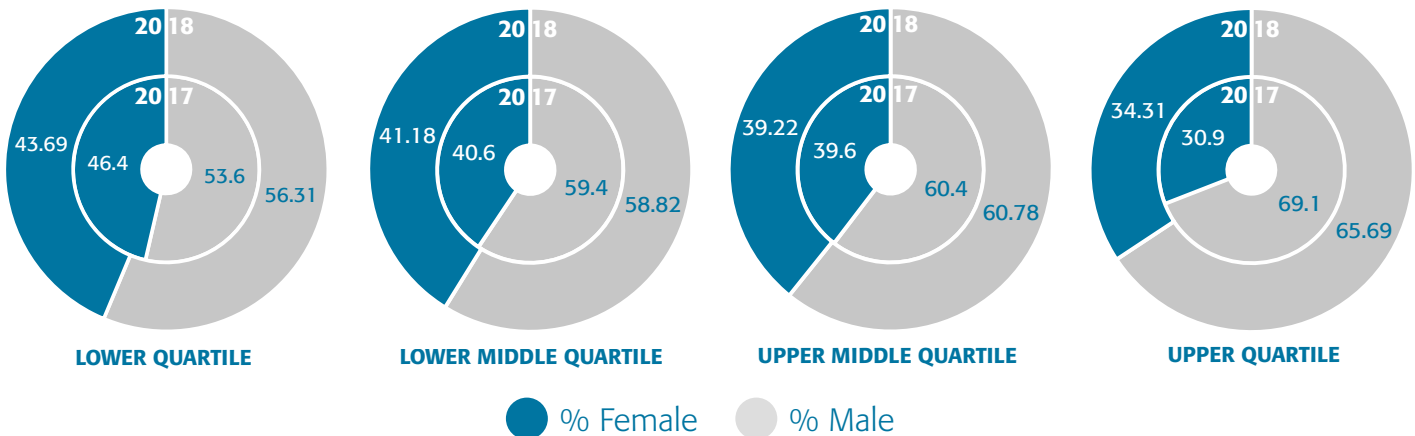
GENDER PAY GAP	2018	2017
Mean pay (incl. bonus)	17%	25%
Median pay (incl. bonus)	6%	14%

If we base the calculation on pay, excluding the annual bonus, our mean pay gap reduces to 12%.

Our mean gender pay gap of 17% is similar to the UK national average of 17.9%¹

Proportion of males and females in each pay quartile

This shows the relative proportion of men and women throughout the organisation in each equally-sized pay quartile.



"I'm pleased to see the continued good progress in building an inclusive culture which drives an improvement in diversity across the organisation. This is the foundation to ensure every colleague can fulfil their potential and contribute to a successful Infineum."

Nicola Pickup
Executive I&D sponsor for Infineum

Gender pay gap report 2018



Infineum UK Ltd bonus pay gap

This is the difference in the bonus paid to all men and all women employed by Infineum UK Ltd on 5 April 2018.

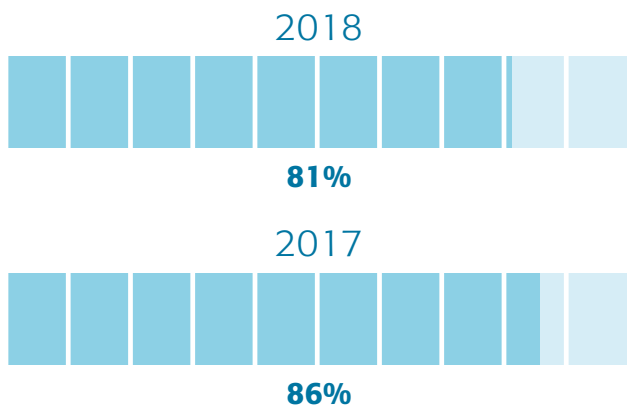
2018	Mean gender bonus gap	45%
2018	Median gender bonus gap	20%
2017	Mean gender bonus gap	50%
2017	Median gender bonus gap	25%

Proportion of males and females receiving a bonus payment

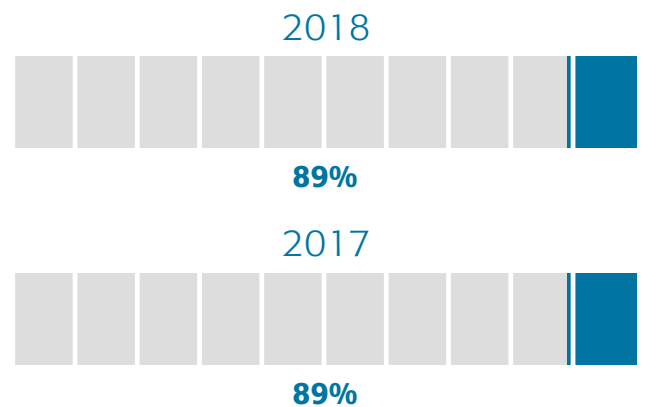
All employees are eligible to receive a performance related annual bonus regardless of gender. To align with the legislative reporting requirements, the way this is calculated excludes bonus payments for those who joined Infineum UK Ltd within the last year. Our figures therefore reflect that we hired a higher proportion of females in 2018 than in 2017.



Proportion of females receiving a bonus payment



Proportion of males receiving a bonus payment



"I welcome the transparency of this report, which makes it clear that through our 'inclusiveness and diversity' initiative we are both taking the issue of the Gender Pay Gap seriously and making progress in addressing the gap, but we recognise that there is still much for us to do."

Bruce Royan
Lubricants Business Manager

Gender pay gap report 2018



Gender pay gap analysis

Like last year, our mean and median pay gaps, of 17% and 6% respectively, are largely driven by there being fewer women than men in senior leadership positions.

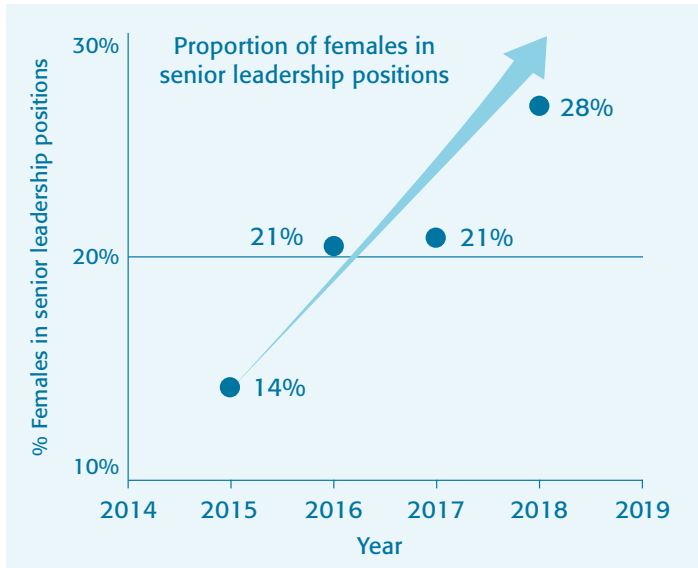
Last year we reported that making steps to increase the proportion of senior leadership positions held by women was a priority for us. For the fourth year in a row, we are pleased to see this increase and women now hold 28% of senior leadership positions in the UK. This is also reflected in the higher female representation in the upper quartile. The increase in the proportion of women in senior positions combined with our efforts to create a more diverse workforce overall, have resulted in an improvement in the gap between the average pay of men and the average pay of women.

Infineum UK Ltd has over 400 employees, of which 60% are men and 40% women. Given that many of our roles require a STEM background and only 26% of graduates in STEM subjects are women, achieving gender balance is challenging². We recognise that our industry has historically been more male-dominated so it will take time to see significant change.

As with the pay gap, the bonus gap is impacted by the proportion of men and women at different levels of the organisation. There are fewer women in senior roles where the bonus target is higher. Our bonus payments can vary year on year and fluctuations can also have a significant impact on the reported gender pay gap figures.

For colleagues who work part-time, the annual bonus is prorated accordingly which impacts the bonus pay gap and, given the relevant pay period of this report, also the gender pay gap. We are proud of our flexible working culture, with currently our female employees taking greater advantage of reduced working hours with 21% of women working part-time in comparison to 3% of men.

We are pleased to see an improvement in our gender pay gap when compared with results from 2017 and believe that this is evidence that our efforts to create a more diverse and inclusive environment are working. While progression may not be linear and figures could vary from year to year, we are nonetheless committed to reducing our gender pay gap in the long term.



What are we doing about the gender pay gap?

Infineum UK Ltd is committed to addressing the gender pay gap as an integral element of our business strategy. Our approach to improving diversity in our workforce at all levels and creating an environment of inclusivity contains different elements.

Creating a culture of inclusiveness and diversity

- > The Infineum Group continues to actively pursue its global inclusiveness and diversity campaign as a business priority. We believe the steps we are taking to progress our inclusive culture and to promote greater awareness of unconscious biases are having an impact on people development decisions. The Group's inclusiveness and diversity champions, along with executive sponsors around the world, lead an energising programme to promote engagement and communication with all Group colleagues, sharing ideas and providing informal advice on a variety of topics.

Recruitment

- > Our recruitment teams are focused on finding talent across a diverse pool of candidates and giving a fair opportunity to all. We target diverse candidate shortlists, mixed assessor panels and design our job adverts to include gender neutral language. Infineum UK Ltd has increased the level of female hires from 44% in 2017 to 46% in 2018. Continuing to provide exciting career opportunities for the future for both men and women is part of our core business strategy.

Pay processes

- > Our pay policies and practices are designed to protect against potential biases and to ensure equal pay for equivalent jobs. We also conduct regular bench-marking and analyse pay trends to explore any potential misalignment across a variety of demographics, including gender.



Flexible work patterns

- > We believe that supporting our colleagues to balance their work and personal commitments will enable us to attract and retain the best talent. We therefore explore customised approaches to flexible working patterns and locations wherever possible. We have seen an increase over the last year in the number of colleagues taking advantage of part-time working arrangements.

Mentoring programme

- > We continue to encourage the use of our mentoring programme to help all colleagues achieve their potential and progress their career at Infineum. We have updated and enhanced our information on mentoring to include guidelines and a framework for both mentors and mentees.

Training

- > Building on our programme of unconscious bias awareness sessions, we have introduced a learning video on this topic accessible to all colleagues. We have also introduced reference guides and training materials for leaders, who are then encouraged to roll this down to their teams, to build awareness of the business case for and how to build inclusion.

STEM outreach

- > We have built relationships with a local primary and secondary school and are working with students to showcase the career opportunities in the chemical industry. Our hope is to encourage more students to pursue STEM subjects and increase the talent pipeline for the future.



We are continually looking for new opportunities to improve our policies and practices to encourage greater diversity. Creating a more inclusive workforce and achieving a better gender balance across all levels of the organisation will remain a priority for Infineum as we look to a successful future for our business and our employees.

I confirm the gender pay gap data contained in this report for Infineum UK Ltd is accurate and has been produced in accordance with the guidance on managing gender pay developed by the Arbitration and Conciliation Service (ACAS).

Rebecca Oldfield
Global HR Director

¹Figure from the Office for National Statistics
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2018>

²Figure from WISE
<https://www.wisecampaign.org.uk/statistics/core-stem-graduates-2018/>

The government regulations for gender pay reporting impact Infineum UK Ltd, and this analysis is for Infineum UK Ltd only and does not include data from other Infineum affiliates.

'INFINEUM', the interlocking Ripple Device, the corporate mark comprising INFINEUM and the interlocking Ripple Device and 润英联 are trademarks of Infineum International Limited.