

Infineum UK Ltd
Gender pay gap report 2019

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"We value the contribution that each person can make at Infineum, irrespective of gender, and are committed to ensuring that our policies for attracting, retaining and developing people enable all our colleagues to be successful. As a technology company we are particularly passionate about developing talent across STEM subjects, and work actively to encourage women and girls into STEM from an early age."

Trevor Russell
CEO

Intro

In our third year of reporting this data for Infineum UK Ltd, we are delighted that further progress has been made towards improving our gender pay gap. We believe this reflects our ongoing efforts to create a more diverse and inclusive environment where all employees, regardless of differences, are inspired to fulfil their potential. We pride ourselves on ensuring we attract and retain great people to enable us to create a sustainable future through innovative chemistry.

We have an ongoing commitment to continue to champion inclusiveness of all kinds, from gender to other visible differences, traditions, personal experiences and points of view. Fostering a culture that values differences, helps us to achieve our aim of an unparalleled customer experience, and a great work environment for our employees.

Gender Pay Gap 2019

This is the difference in the pay and bonuses of all men and all women employed by Infineum UK Ltd on 5 April 2019. This is different to equal pay, which we regularly review to ensure men and women in comparable roles are paid equitably.

16%

Mean

1%

Median

If we base the calculation on pay, excluding the annual bonus, our mean pay gap reduces to 10%.

Our mean gender pay gap of 16% is lower than the UK national average of 17.3%¹.

2017



Mean 25%
Median 14%

2018



Mean 17%
Median 6%

2019



Mean 16%
Median 1%

The improving trend in our gender pay gap is a strong indication that the actions we are taking are starting to make a difference.

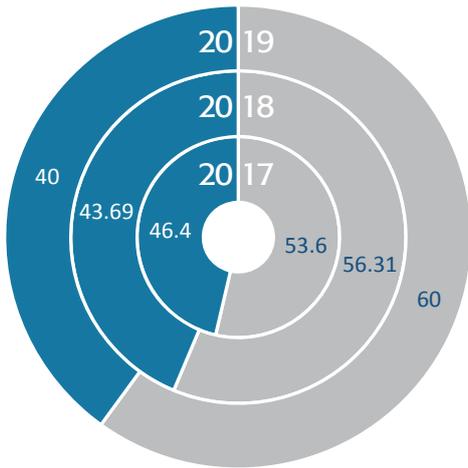
Like previous years, our mean and median pay gaps are largely driven by a larger proportion of men than women in senior leadership positions, a consequence of our industry historically being more male-dominated. We are actively committed to increasing the proportion of senior leadership positions held by women, but recognise this will take time. The reduction in our gender pay gap over the last three years, is evidence that we are moving in the right direction.

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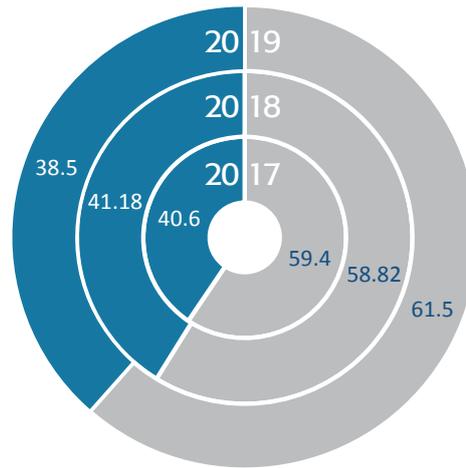


Proportion of males and females in each pay quartile

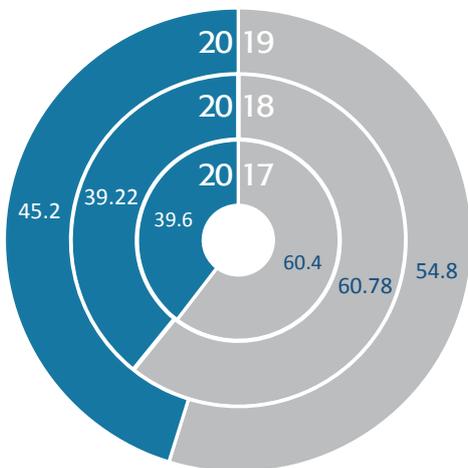
This shows the relative proportion of men and women throughout the organisation in each equally-sized pay quartile once put in order of hourly earnings.



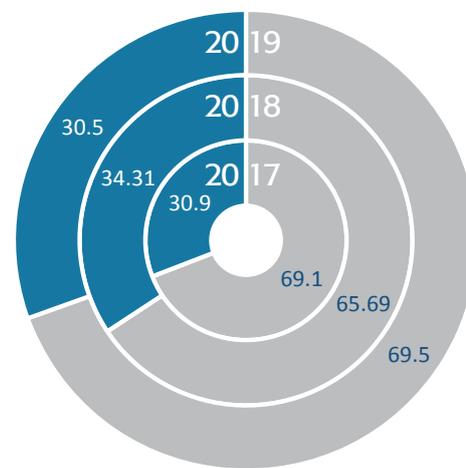
LOWER QUARTILE



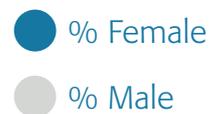
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE



Infineum UK Ltd has over 400 employees, of which 38.5% are women. Given that many of our roles require a STEM background and only 26% of graduates in STEM subjects are women, achieving gender balance remains challenging.² However, during the reportable year, we have exceeded this percentage with 41% of new starters being women.

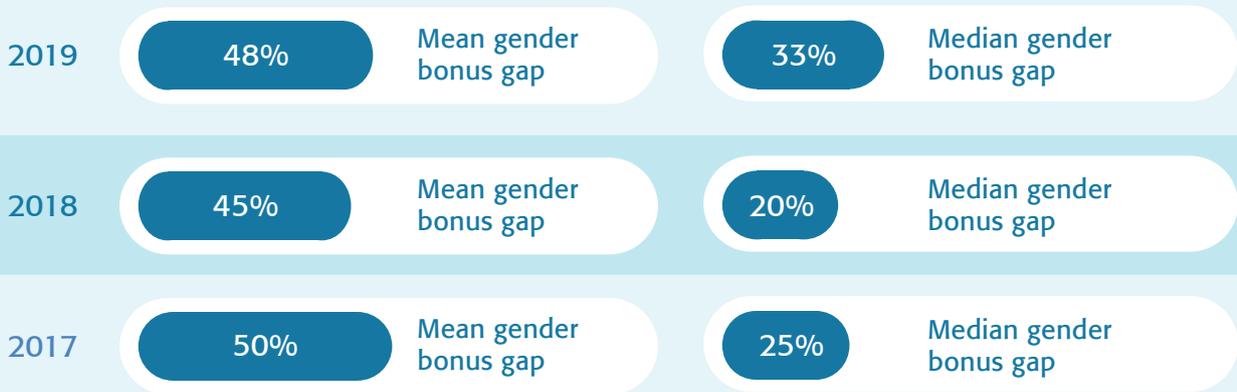
The upper middle quartile has the highest proportion of women and has increased since last year which reflects our commitment to growing our female talent pipeline.

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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 2019.



Due to the way in which the legislation requires the bonus pay gap to be calculated, these results are skewed due to newly recruited employees receiving a pro-rated bonus based on the time of year they joined Infineum UK Ltd, in relation to when the annual bonus is paid. Pro-rated bonuses are also applied to employees who work part time. We are proud of our flexible working culture, however with 21% of women working reduced hours in comparison to 2% of men, there is an impact on our bonus pay gap. If prorated bonuses were excluded, the median bonus pay gap would drop to 15%.

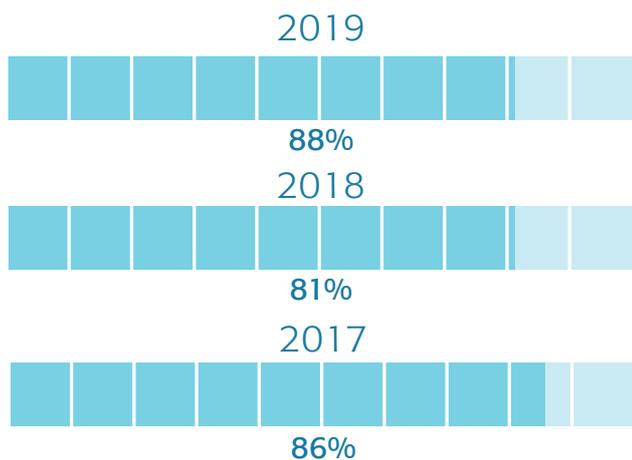
The bonus pay gap is also affected by the higher proportion of men in senior roles, where the bonus opportunity is higher. Our bonus payments vary year on year depending on business results, so these fluctuations can also impact reported pay gap figures.

Proportion of males and females receiving a bonus payment

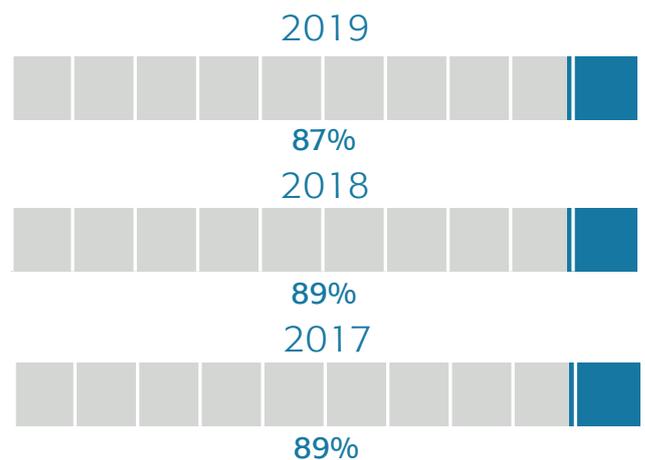
All employees are eligible to receive a performance related annual bonus regardless of gender. To align with the legislative reporting requirements, the way this is calculated excludes bonus payments for those who joined Infineum UK Ltd within the last year.



Proportion of females receiving a bonus payment



Proportion of males receiving a bonus payment



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What are we doing about the gender pay gap?

We are fully committed to reducing our gender pay gap and recognise this as an integral element of our business strategy. While progression may not be linear and could vary year on year, we are actively driving the reduction of the gender pay gap at Infineum UK Ltd to achieve parity.



"I joined the company in 2019 and have been impressed by the evident importance of Inclusion & Diversity, from the regular attention to talent by the C-suite, active global Infineum Group I&D Executive Sponsors, the breadth of activity from the global and local I&D champion network, through to the HR focus on numerous policies and procedures. These all contribute to reducing the gender pay gap, and ensuring all colleagues can reach their highest potential. As a mother of two children and senior leader, I am proud to work for Infineum where I&D truly matters. Importantly, as Infineum has set a new vision and strategy to 2025, I am encouraged that the diversity of talent and inclusive culture underpin our innovation and sustainability, transforming our organisation."

Sonya Batchelor
Business Transformation Director

Inclusive and diverse (I&D) culture

Creating a culture where everyone feels valued and can contribute their different talents, perspectives, life and career experiences is embedded in everything we do. Our approach to improving diversity in our workforce at all levels and creating an environment of inclusivity, we hope will encourage more women to join and be successful at Infineum UK Ltd.

Our Inclusion & Diversity Champions network across the wider Infineum Group continues to work with corporate sponsors to promote inclusivity in the workplace, ensuring everyone is valued and able to deliver at their optimum level through being themselves. This reporting year, all Infineum leaders received training to ensure discussions were held with their teams around all aspects of I&D. Finding new ways each year to shine a light on these important topics, keeps us focused on fresh approaches and perspectives to consider into the future.



"In 2019 we opened a state-of-the-art new technology centre which I am proud to say we named the Ida Freund Building. Ida was a scientist born in the 1800s and was the first female lecturer at the University of Cambridge. As well as being a great Chemist, Ida had a passion for teaching science and mathematics to girls and to women. Like Ida, I am also passionate about this, which is why I am a STEM (Science, Technology, Engineering, Mathematics) Ambassador. I hope our new technology centre inspires and entices the next generation of girls and women into our industry."

Bobby Patel,
Milton Hill Site Manager

Personal development

- > We are proud of the exciting career opportunities we provide for both men and women. Our focus on personal development and continuous learning for all colleagues enables everyone to build on their strengths. We are committed to supporting women to progress within our organisation and have engaged with executive coaching companies that specialise in developing women in the workplace. We have also redesigned a suite of leadership training courses.

Policies and procedures

- > Our recruitment activities are focused on building a strong talent pipeline and finding a diverse pool of talented candidates, giving a fair opportunity to all. We continuously review our methods and processes to minimise bias.

We are confident that our pay policies and practices protect against potential biases and ensure equal pay for equivalent jobs. Regular benchmarking and analysis of pay trends also enable us to explore any potential misalignment across a variety of demographics, including gender.

In addition to the Company's existing family friendly policies, including maternity and shared parental leave which are enhanced above the statutory level, the Infineum Group has also introduced a new global parental leave policy, which entitles all parents to a minimum period of four weeks paid leave following the birth or adoption of a child. This new policy ensures that the Company's employees who do not take leave under our maternity or shared parental leave policies are nevertheless entitled to take four weeks paid leave upon becoming a parent. These are important and inclusive policies that help to create a culture where everyone can get the right balance between work and home life.

Flexible work patterns

- > We support the wellbeing of our employees across the business and this includes considering flexible working arrangements to facilitate better work-life balance. Leaders are open-minded to explore requests from any member of their team for a customised approach to flexible working patterns and locations and seek solutions that work for both Infineum and the individual wherever possible. We have seen an increase over the last year in the number of employees taking advantage of flexible working arrangements. Making use of our family-friendly policies is encouraged and promoted throughout the business.

Outreach

- > We believe passionately in inspiring young women to pursue career opportunities in the chemical industry. This starts with engaging with students to build excitement and interest around STEM (science, technology, engineering and mathematics) subjects. We have built relationships with local schools and joined the STEM ambassador network, introducing role models to showcase the possibilities in our industry. Our employees also attend university career networking sessions and deliver inspirational talks. We have partnered with WISE (Women in Science and Engineering), a leading organisation helping to increase gender balance and promote successful careers in STEM. Our hope is for these activities to increase the talent pipeline for the future.



We are encouraged by the progress we are making and are committed to continuing to build and develop our culture around our I&D initiatives. This will enable us to create a greater balance across all levels of our organisation and support essential STEM activities within our industry.

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
Executive Vice President

¹ Figure according to the Office for National Statistics, 2019.
www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019

² Figure from WISE. www.wisecampaign.org.uk/statistics/core-stem-graduates-2019/