

Gender pay gap report 2017



Gender pay gap reporting

At Infineum UK Ltd, we believe our business success depends on attracting and retaining great people and creating an inclusive environment where all colleagues, regardless of differences, can develop to the best of their abilities.

We pay men and women in comparable roles equitably. However, like many other organisations in the UK, Infineum UK Ltd does have a gender pay gap. Infineum UK Ltd has a mean gender pay gap of 25% due primarily to there being a higher proportion of men than women in senior roles in the organisation.

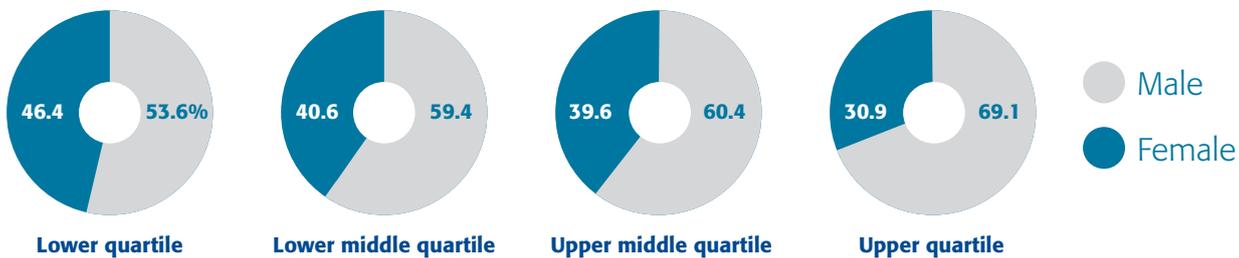
In order to address our gender pay gap we are committed to improving the representation of females in our senior roles. Over the last three years the proportion of females in senior leadership positions at Infineum UK Ltd has increased from 14% to 21% and continuing to improve this is part of our core business strategy.

Infineum UK Ltd gender pay gap

Mean gender pay gap	25%
Median gender pay gap	14%

If we remove the proportion of our annual bonus which is paid in the relevant pay period, our mean pay gap reduces to 19%.
This more closely aligns with the national average of 18.2%¹.

Proportion of males and females in each pay quartile



Infineum UK Ltd bonus pay gap

Mean gender bonus gap	50%
Median gender bonus gap	25%

All colleagues received an annual bonus regardless of gender if they were employed in the qualifying period. The value of bonus is higher for more senior positions and Infineum UK Ltd has more men than women in senior positions, which accounts for 50% gender bonus gap.

Proportion of males and females receiving a bonus payment



These figures differ from 100% as not every colleague was employed in the qualifying period

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Gender pay gap analysis

Analysis of the gender pay gap shows that the 25% mean pay gap and 14% median pay gap is largely driven by there being fewer women in senior leadership positions.

We have identified that currently 21% of our senior leadership positions are held by women and we are taking steps to increase this. We have already seen over the last three years an increase in the proportion of women in these roles.

Our pay policies and practices ensure equal pay for equivalent jobs. We use the Hay job evaluation methodology for grading jobs which underpins how we reward colleagues. Our pay philosophy rewards performance, and we carefully review annual performance ratings to eliminate any potential biases.

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.

In addition, more than six times the number of women than men take advantage of the flexible working options offered by Infineum UK Ltd and these reduced hours mean they take home salaries commensurate with fewer hours worked. This impacts our bonus pay gap as the annual bonus is prorated for those choosing not to work full time hours.



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What are we doing about the gender pay gap?

Infineum UK Ltd is committed to addressing the gender pay gap we see today. Creating an inclusive environment is an integral element of our business strategy and ensures that all colleagues can reach their potential.

Inclusiveness & diversity approach

> In 2015 we launched our global inclusiveness and diversity campaign led by one of our executives. This started with focus groups to understand how colleagues globally rated Inclusiveness and Diversity at Infineum UK Ltd. This led to a global programme of unconscious bias awareness sessions to highlight issues of diversity and inclusion to ensure all colleagues are given equal opportunities.

Inclusiveness & diversity champions

> Our inclusiveness and diversity champions promote engagement and communication with all colleagues within the Infineum group on various topics and play a role in identifying any barriers to or opportunities for progress. At Infineum UK Ltd guest speakers who have talked about disability and gender biases are just one way in which these voluntary champions are helping colleagues to focus on being more inclusive.

Gender neutral recruitment process

> We recognise that to address our gender pay gap, we need to ensure that our recruitment processes give equal opportunity to all genders. We have developed gender neutral recruitment practices, including diverse candidate shortlists, diverse assessor panels, and ensuring our job adverts have gender neutral language.

Flexible work patterns

> We believe that having a flexible approach to work patterns and locations will mean we can attract and retain the best talent and it will help the organisation succeed. By exploring opportunities for flexible working wherever possible, we hope to attract and retain all types of talent.

Mentoring programme

> At Infineum UK Ltd we have a structured and detailed mentoring programme to help all colleagues to achieve their potential. This has helped many colleagues to progress their career at Infineum and has supported the increased number of female executives over the last three years.



We recognise that addressing our gender pay gap will take time, however we are committed to continually looking for opportunities to create a more inclusive and diverse workforce across all levels.

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

¹ <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2017/provisionaland2016revisedresults#gender-pay-differences>

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.