

# UK Gender Pay Gap Report **2024**





# UK Gender Pay Gap Report 2024



At Infineum we remain committed to creating a diverse, equitable and inclusive environment which is essential for enabling innovation, attracting and retaining talent and supporting our customers and communities. I am extremely pleased with the progress we continue to make on this journey.

**Aldo Govi**  
CEO

## Introduction

We take immense pride in our talented and dedicated colleagues who work together to achieve our vision of becoming a sustainable, world-class specialty chemicals company. We understand that our success is built on the foundation of a diverse workforce, where our differences enhance our collaboration and innovation.

**In an ever-changing world, our commitment to Diversity, Equity, and Inclusion (DE&I) remains firm.**

This report highlights our ongoing efforts to create an inclusive culture for all our colleagues, which is essential for delivering our long-term strategy. We believe that diverse perspectives not only enhance business performance but also foster stronger, more engaged, and resilient teams.



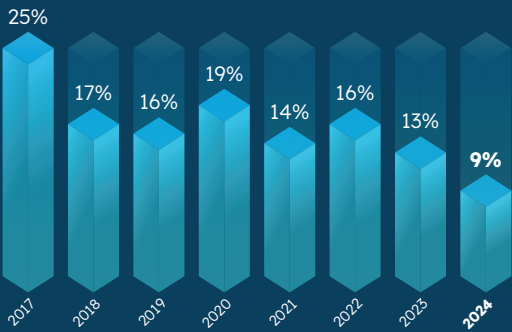
## Gender Pay Gap 2024

We are pleased to report that once again, our gender pay gap has decreased, reaching its lowest level since we began reporting. Our median figure is now zero. This is important because it offers a more stable and representative measure of the typical pay gap between genders than the mean measurement. However, our mean figure is at 9%, which is more sensitive to very high or very low salaries, so we recognise that there is more to do.

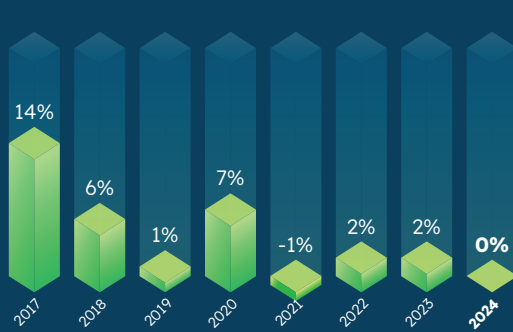
Our gender pay gap continues to be driven by the number of men in senior positions, which is a reflection of our industry being

historically male dominated. We have a global ambition for female and ethnic minority representation to increase the diversity of our senior leadership roles. As a truly global and matrixed organisation, having access to talent is critical and we strive to locate our roles where we will have the best business outcomes and meet our customers' needs. The actions that we are taking on a global level and here in the UK are fruitful and we are seeing a decrease in the UK gender pay gap as demonstrated below.

### Mean



### Median

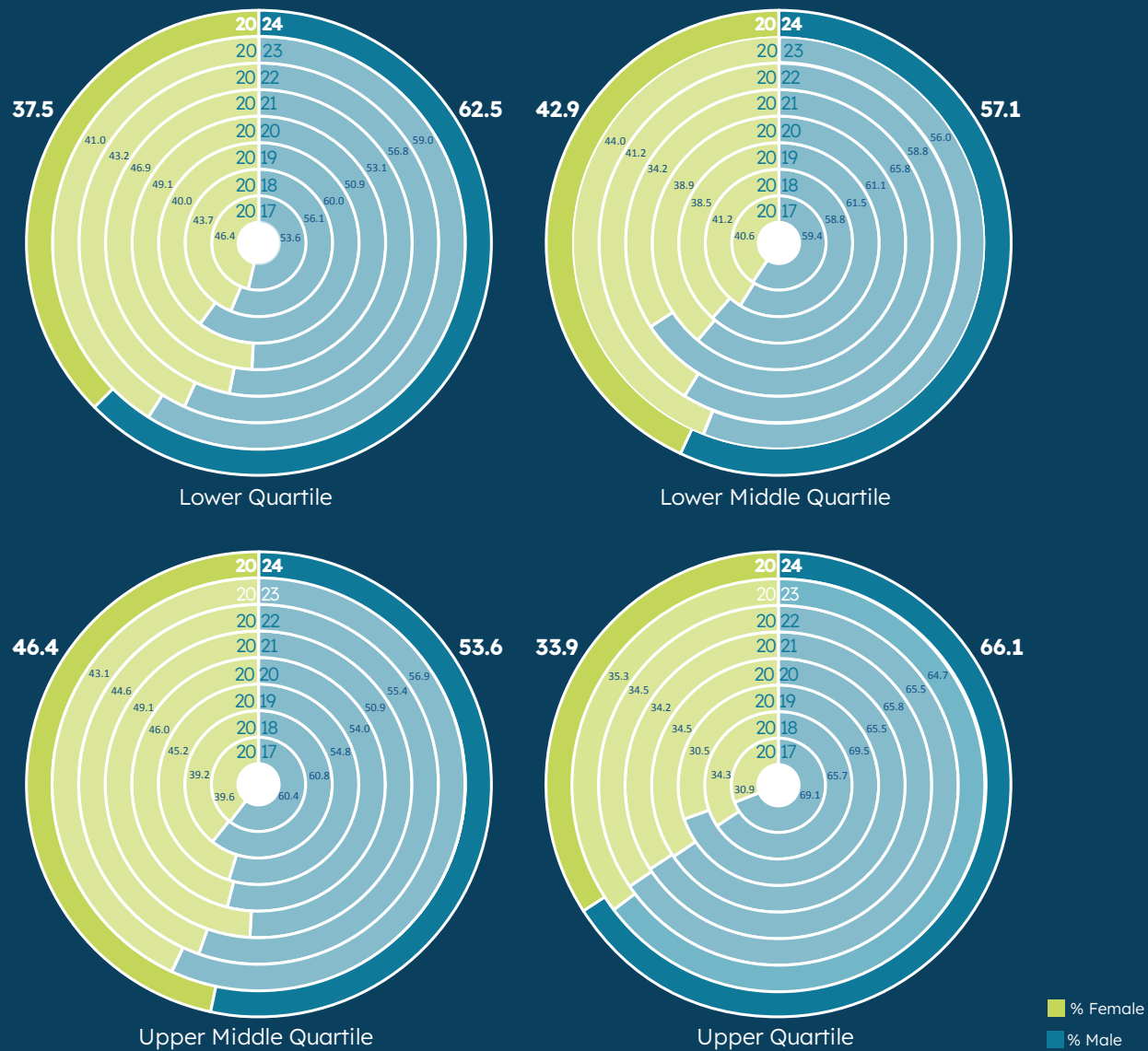


This is the difference in the pay and bonuses of all men and all women employed by Infineum UK Ltd on 5 April 2024. This is different to equal pay, which we regularly review to ensure men and women in comparable roles are paid equitably.

**If we base the calculation on pay, excluding the annual bonus, our mean pay gap reduces to 7%.**

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.

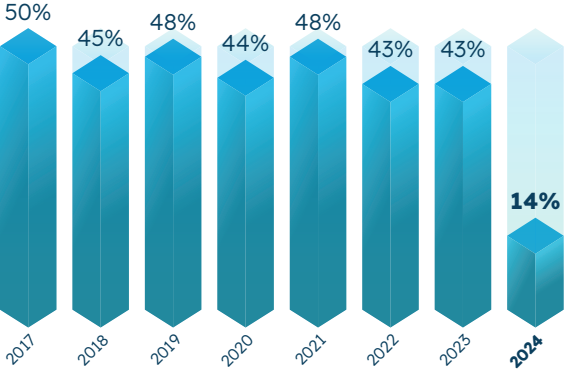


Infineum UK employs just over 450 employees, of which 40% are women. This year, the Quartile with the highest proportion of women has shifted from the Lower Middle Quartile to the Upper Middle Quartile. The number of women in senior roles remains unchanged from the previous reporting year and female representation in senior roles within the UK is 33% which meets Infineum’s global 2025 ambition. Our continued investment in developing our existing and future leaders is enabling more diversity in our senior leadership.

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 2024.

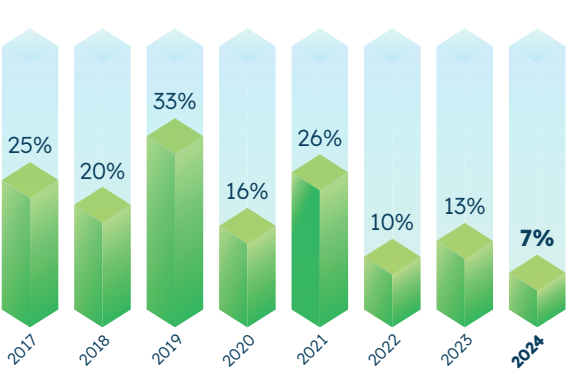
Mean gender bonus gap



The bonus gap has decreased significantly this year and is the lowest since reporting began. Our bonus gap is largely dictated by number of men in senior roles as those positions command higher bonuses. It is also impacted by global mobility of senior roles. Excluding senior leadership positions, the mean bonus gap would be 11%, compared to 14% in the previous two reporting years.

We’re an organisation that is proud to support our colleagues to have a healthy work life balance. Bonuses are pro-rated for those who work reduced hours, which also impacts our gender pay gap. The number of women who work part time at Infineum UK remains at 21%,

Median gender bonus gap

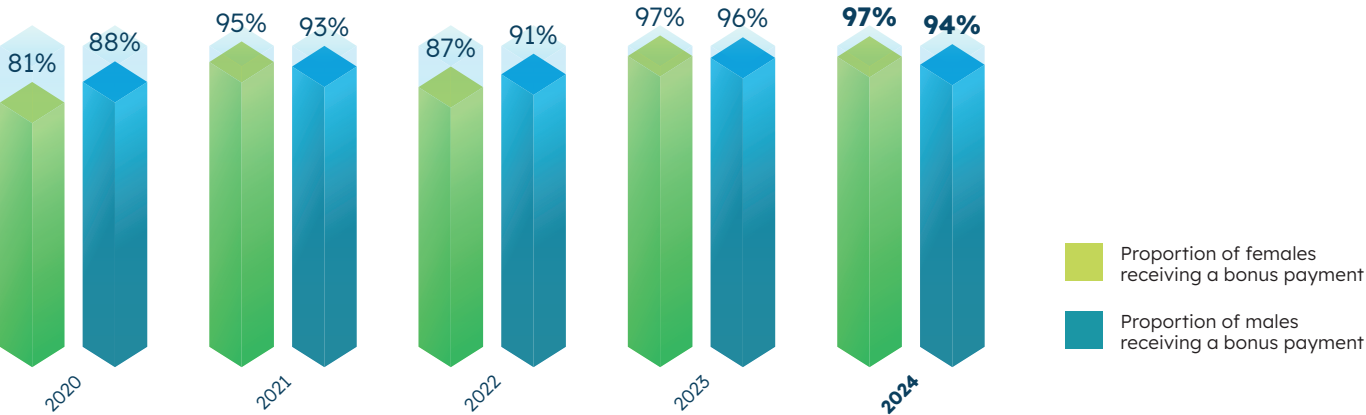


compared to 2% of our male population that work part time. We are proud to support our colleagues’ work like balance, and aside from reduced hours, many of our colleagues can work their hours flexibly and in line with their family and personal commitments.

All permanent colleagues are eligible to receive an annual bonus paid in April for the prior year’s performance, which makes many new joiners in the first quarter ineligible due to having not worked in that year.



Proportion of males and females receiving a bonus payment



How are we addressing the gender pay gap?

Infineum is firmly committed to addressing the gender pay gap. We understand the complexities of changing a historically male-dominated industry and are dedicated to making tangible progress. Our ongoing efforts aim to create a more inclusive and diverse workplace, ensuring fair and equitable treatment for all employees.



Diversity, Equity & Inclusion at Infineum

Introduced last year, our newly branded DE&I team has become integral to our corporate ethos, demonstrating our commitment to fostering a truly diverse, inclusive, and equitable workplace.

JR Wise, Global Supply Chain & Planning Director, and Executive Sponsor of DE&I Champions, has been leading the initiatives this year. A new DE&I Lead role was created to give dedicated focus to this area and we are excited to have Carla Welsh spearheading our DE&I diagnostic efforts, supporting the transition from vision to reality.

As part of the diagnostic review, we are assessing our 2025 diversity talent ambitions and determining what is appropriate for the future. We also hold ourselves accountable for reflecting the communities in which we operate. Our recruitment practices enable us to

attract talent pools representative of local demographics and remove bias throughout the recruitment cycle. Infineum has an ambition to achieve greater ethnic diversity in our leadership positions.

Infineum is fortunate to have many colleagues who share our organisational passion for Diversity, Equity & Inclusion (DE&I). Our long-standing DE&I Champion network continues to raise awareness and help create an environment where every colleague feels like they belong.

We believe that we have the right steering team, and appointees to coordinate efforts, introduce best practices, and implement strategies, policies, and actions that enhance our inclusive environment, diverse hiring, and equal growth opportunities.



I am happy and proud of the progress made and reflected in this year's report. Through targeted interventions, data driven insights and a commitment to equity, we have taken meaningful steps to close the disparities and create a more inclusive workplace. We will continue to integrate DE&I principles throughout our culture and processes, but ultimately it is important to demonstrate improvement through key business measures such as gender pay gap. I look forward to continuing the work to identify and remove any remaining barriers which may prevent equity and achieving our vision through our DE&I strategy and action plan.

**JR Wise**  
Diversity, Equity & Inclusion Director



## Affinity Groups

The Women and Ethnicities Affinity Groups, which unite individuals with shared interests or life experiences, along with their allies in a 'safe space', have continued to support our colleagues. Our colleagues marked UNESCO's World Day of Cultural Diversity with celebrating the different cultures of our colleagues at Infineum. Our UK Women's Affinity Group were finalists for the Outstanding Women's Network of the Year at the European Diversity Awards. We are proud of the truly remarkable commitment and achievements of our colleagues in supporting our drive to ensure that every colleague feels valued and has their voice heard.



## Supporting our Colleagues in the Workplace

At Infineum, we are committed to fostering a supportive and inclusive workplace for all our colleagues. We care about the needs of all employees and recognise that women may require additional support to thrive in their careers. Our comprehensive policies are designed to address these unique needs and help bridge the gender pay gap.

We recently introduced menopause guidelines for colleagues and leaders to support those experiencing it. By reducing the stigma around menopause and providing advice and guidance, we aim to help our colleagues maintain a healthy work environment, manage symptoms, and ensure their well-being during this natural life stage.

We offer enhanced maternity and shared parental leave to ensure parents can spend valuable time with their newborns without financial stress. Our flexible working policy allows employees to balance their professional and personal responsibilities effectively, promoting a healthier work-life balance. Additionally, our newly introduced enhanced neonatal care leave supports parents with premature or sick babies, providing the necessary time and support to care for their infants during critical periods. These policies not only support women in staying in work but also contribute to reducing our gender pay gap, reflecting our dedication to creating a workplace where everyone can thrive throughout each stage of their working lives.

## Outreach

Infineum is deeply committed to our outreach programs, which offer valuable opportunities to engage young people, including young women and those from diverse ethnic backgrounds, in STEM subjects. In our traditionally male-dominated industry, we understand the importance of encouraging and inspiring the next generation to pursue careers in STEM. Our first year in collaboration with the Migrant Leaders charity has been hugely valuable and successful. We ran a Discovery Placement, providing young first and second-generation migrants with insights into the speciality chemicals industry. Our colleagues volunteered their time, sharing their own journeys and career insights. We also support

Migrant Leaders through their mentorship programme providing development opportunities for young migrants, helping them unlock their potential and contribute significantly to society. Additionally, our STEM initiatives inspire and educate students about the exciting possibilities in science, technology, engineering, and mathematics. By engaging with local schools and hosting events, we aim to ignite a passion for STEM subjects and demonstrate their relevance to real-world challenges. Supporting these programmes is vital, as it ensures that we are nurturing the next generation of leaders and innovators who will drive progress and sustainability in the future.





As a new colleague at Infineum, I'm impressed by our commitment to DE&I. Our collaboration with Migrant Leaders charity provides young migrants with insights into the specialty chemicals industry, reinforcing our dedication to a diverse and inclusive workplace. Affinity groups drive DE&I through grassroots activities, keeping conversations relevant. DE&I is leader-owned and championed by colleagues, aligned with our CARES values. We aim to strengthen our value proposition for current and future colleagues, ensuring DE&I remains central to our HR strategy. We strive to build a culture where difference drives innovation, equity ensures opportunity, and inclusion builds belonging.

**Salima Shariff**  
VP, HR

Practices & Procedures

Infineum's CARES values continue to be at the core of our practices and procedures. Our governance ensures we address the gender pay gap and uphold fairness and freedom from bias worldwide, throughout every stage of the colleague life cycle.

Our robust pay policies and practices ensure that we offer competitive packages to our colleagues and potential hires. We maintain this rigour through comprehensive external benchmarking and internal analysis to identify

trends, ensure equal pay, and safeguard against bias.

While this gender pay gap report remains a specific UK requirement, the topic of the gender pay gap is a global one that we review in all Infineum locations. Future reporting for the Corporate Sustainability Reporting Directive and the EU Pay Transparency Directive will provide more insight into the gender pay gap across our global operations.

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**Customer**

We grow sustainably and profitably through customer success

**Ambition**

We aim high and have a sense of urgency to deliver in a changing world

**Respect**

We are open and inclusive treating people and the environment with respect

**Ethics**

We value integrity over profit

**Safety**

Our priority is that 'Nobody Gets Hurt' while working for Infineum







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).

**Michelle Pye**  
**Director**

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