

Gender Pay Gap Report 2018

The Gender Pay Gap reporting regulations came into effect 5 April 2017. The legislation requires all employers in Great Britain with more than 250 staff to publish annual figures relating to:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

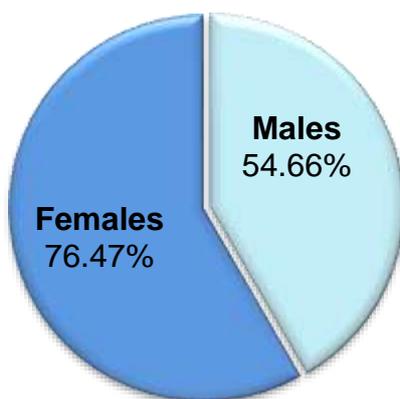
For Lucite International, this requires us to report on the 591 UK based employees who were part of the entity known as Lucite International UK Ltd as of the snapshot date (5 April 2018).

Gender Pay & Bonus Gap

The below table shows our mean and median gender pay gap and bonus pay gap. The percentage shown is the difference in the overall mean and median pay and bonus between men and women.

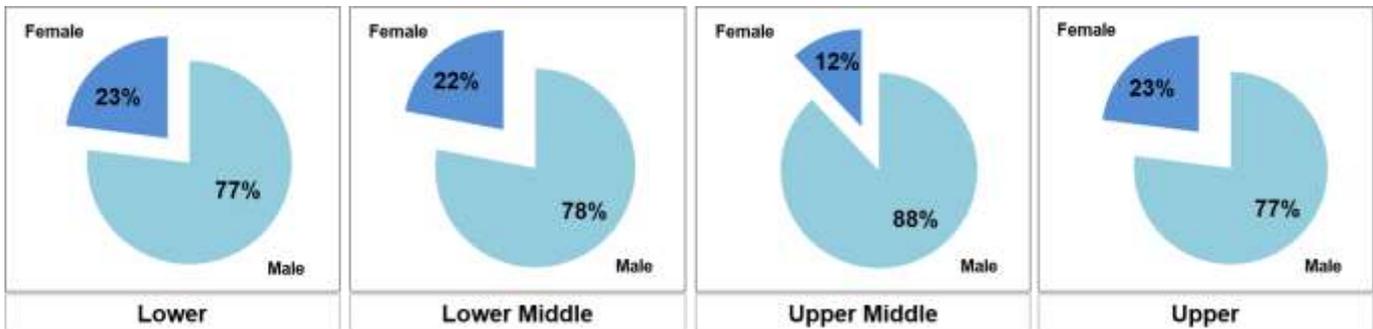
Lucite International UK Ltd - difference between men and women		
	Mean (Average)	Median (Mid Range)
Hourly Pay Gap	5.82%	8.40%
Bonus Pay Gap	22.24%	25.84%

Percentage of Males and Females receiving a bonus:



The above shows the difference between the number of men and women who received a bonus or profit share related payment.

Proportion of Males & Females in each Pay Quartile



The above information shows the gender distribution across equally sized quartiles of Lucite International UK Ltd. The data shows a reasonably consistent split across all quartiles, most notably the Lower, Lower Middle and Upper.

Analysis and Progress

Gender pay reporting is different to equal pay and analysis of Lucite International’s data shows that our pay gap does not arise due to gender pay disparity, but is driven by the make-up of our workforce. Historically, manufacturing and engineering environments were very male-dominated professions with relatively few women at all levels. Although entry into STEM (Science, Technology, Engineering, Maths) subjects has slowly improved nationally over the years, technical, R&D and manufacturing/operations roles tend to have a larger proportion of males than females, as can be seen in the upper middle pay quartile chart above. The labour market for experienced engineers nationally is also fairly tight leading to recruitment challenges. In addition, as many of our employees have a long service history, the higher proportion of males overall has meant that we have a higher number of males in the most senior positions.

At Lucite International UK Ltd we are committed to bridging that gap through continuing to encourage and attract more females into STEM subjects. We’ve been building relationships with schools, colleges and universities to offer work experience and industrial placements, particularly in STEM subjects and attend career events to promote opportunities.

Our approach to recruitment and pay is gender neutral and we believe we will continue to see more women across Great Britain in the Manufacturing and Engineering sectors.

Of course there is always more we can do and we are committed to reducing our gender pay gap. Our values are an important part of our success; at the core of these is treating each other with respect and integrity and ensuring that everyone has equal opportunity to develop their personal potential. By supporting the development of all our colleagues we are confident that we will continue to make progress and see a balanced gender representation at Lucite International UK Ltd.

We can confirm that the data published in this report satisfies the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed: Phil Bailey

Name / Position: EMEA General Manager