

## Solenis UK Gender Pay Gap Report – Reporting on April 2024 Data

Under the UK Gender Pay Gap Regulations, it is mandatory for companies to report on their UK entities with a workforce of at least 250 employees. We are pleased to share that Solenis UK Industries Ltd, operating in Bradford and Grimsby, falls within this criterion. The figures in this report represent only Solenis UK Industries Ltd entity. The gender pay gap essentially highlights the variations in pay between men and women, using a variety of statistical measures.

### Gender pay vs equal pay

A gender pay gap is a measure of the difference between the average earnings of men and women, irrespective of roles or seniority. This is different to an equal pay review, which evaluates whether men and women receive equal compensation for performing tasks considered equally valuable. It is our legal obligation as an employer to give men and women equal pay for equal work.

The Gender Pay Gap Report must disclose:

- Mean and median gender pay gap (based on an hourly rate of pay on 5 April 2024),
- Mean and median bonus gender pay gap (based on bonus pay received in the 12 months leading up to 5 April 2024),
- Percentage of men and women receiving bonus (based on bonus pay received in the 12 months leading up to 5 April 2024),
- Distribution of men and women across pay quartiles (based on an hourly rate of pay on 5 April 2024).

### Mean and Median Explanation:

- Mean is the average value calculated by adding up all the values and then dividing by the total number of values.
- Median is the middle value in a data set when all values are arranged in order. It's the value that separates the higher half from the lower half of the data.

Both mean and median are important measures and should be considered together. While the mean can be affected by extreme values, the median provides a more reliable representation of a typical value.

The Regulations require us to report the gender gap by taking the women's value from the men's and then dividing by the men's value. When the result is a positive number, men's pay is higher than women's and, when the result is a negative number, women's pay is higher than men.

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## Gender Pay Gap figures

The table below show our median and mean gender hourly pay gap based on hourly rates of pay as the snapshot date of 5 April 2024 & 2023, and bonus pay gap based on the bonuses paid in the year to 5 April 2024 & 2023.

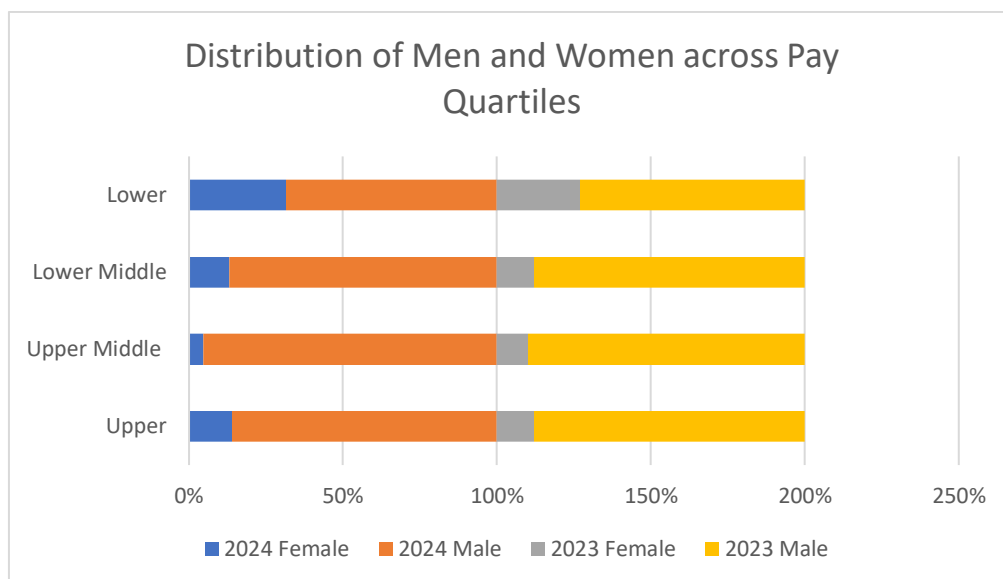
Hourly Pay Gap	2024	2023	YoY
Mean	10.66%	9.72%	9.67%
Median	15.21%	11.53%	31.92%
Bonus Pay Gap	2024	2023	YoY
Mean	-13.27%	-28.58%	-53.57%
Median	-49.89%	-54.47%	-8.41%

The table below shows the proportion of males and females receiving a bonus payment in 2024 & 2023.

Proportion of men and women receiving bonus pay			
Gender	2024	2023	YoY
Female	98.80%	98.73%	0.06%
Male	98.46%	97.31%	1.18%

The table and graph below show the proportion of males and females in each quartile band in 2024 & 2023.

Quartile	2024	2024	2023	2023
	Female	Male	Female	Male
Upper	14%	86%	12%	88%
Upper Middle	5%	95%	10%	90%
Lower Middle	13%	87%	12%	88%
Lower	31%	69%	27%	73%



## Understanding the gap

Our Mean Gender Pay Gap for 2024 is 10.66%. This is reflective of a restructure over the last 12 months, resulting in less female employees from within the Upper Middle Quartile.

We are also able to report an increase of 10% in the mean average pay for female employees, this has helped to increase female earners within the Upper Quartile.

One contributing factor to the pro-female bonus pay gap is the willingness of male employees within our organization to allocate a significant portion of their bonuses toward their pension plans.

At Solenis, we are firmly committed to ensuring that individuals engaged in identical roles, as well as those in positions of equivalent value, receive compensation within the same salary range. We continue to work with a fair compensation strategy that is consistently applied throughout all levels of our organization. We continuously monitor this matter to fulfill our legal and moral obligations.

## Diversity, Equity & Inclusion

At Solenis, we've fueled the growth of our business by creating a culture that delivers a positive experience for every customer during every interaction.

Innovative solutions come from team members bringing their unique perspective to our customers' water and sustainability challenges. As we come together from a broad array of life experiences, we strengthen the value we deliver to customers every day. From diversity in recruiting outreach to leadership inclusivity training to global panels covering tough topics, we actively engage our team to create a workplace where people feel connected and respected.

Solenis is proud to promote a growing list of employee networks that help foster diversity and empower inclusion.

We commit to focus on the following areas this year to support our DE&I strategy:

- Recruitment – We already have mandatory diverse interview panels for all internal and external vacancies to improve decision making. Our aim is to attract many more females into our entry level roles, that have traditionally been male dominated. We are taking a number of actions to achieve our aim, including engaging local community on STEM careers available to females and improving our selection process.
- Learning & Development – Women’s International Network of Solenis (WINS) is open to all Solenis employees. WINS was launched to grow a company culture that attracts, retains and empowers the industry’s most talented women. The group develops a wide range of diversity and inclusion content and programming, such as virtual networking, learning and development programs and our annual celebration of International Women’s Day.
- Hold at least one leadership development course specifically aimed at aspiring females.