

CHEMISTRY THAT MATTERS™



GENDER PAY GAP REPORT 2020

SABIC UK PETROCHEMICALS LIMITED



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At SABIC, we take pride in our ability to attract and retain the best and brightest people from around the world; we recognize that diversity of experience, knowledge, and ideas in an inclusive atmosphere makes our company more creative, innovative, and effective.

By creating a working environment that values inclusion and collaboration, we can ensure our future success.

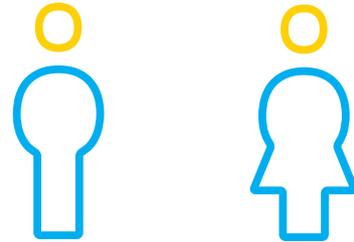
We remain committed to rewarding and promoting our employees based on their performance, values and technical abilities and have systems and processes in place to ensure fair and consistent application across all employee groups.



530+

Relevant employees at snapshot date

Gender Balance



89%

Men

11%

Women



Gender Pay Gap

The gender pay gap is the difference between the average hourly pay levels of all women compared with men, irrespective of their role or level in the organization, expressed as a percentage of men's average pay.

The gender pay gap is not the same as equal pay, which is about ensuring that men and women are paid the same for carrying out the same work or work of equal value.



The diagrams below show our gender pay gap based on the snapshot date of 5th April 2020.

Mean

The mean average shows the difference in the hourly rate of pay between male and female 'full-pay relevant employees'.

On average, female employees are paid 0.3% higher than male employees.



Median

The median average shows the difference between the midpoints in the ranges of male's and female's pay (again, using 'full-pay relevant employees').

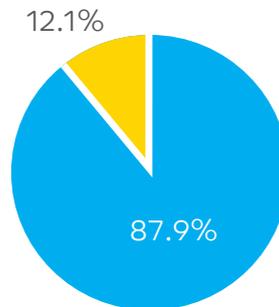
For the median, female employees are paid on average 8.5% higher than male employees.



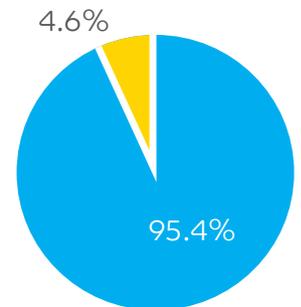
Quartiles

The charts below show the gender distribution across SABIC UK Petrochemicals Limited in four equally sized hourly pay quartiles.

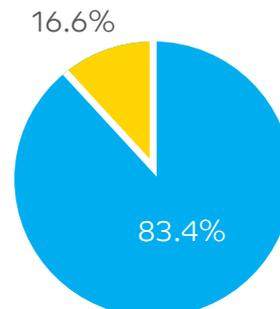
Lower Quartile



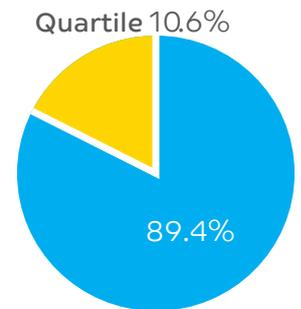
Lower Middle Quartile



Upper Middle Quartile



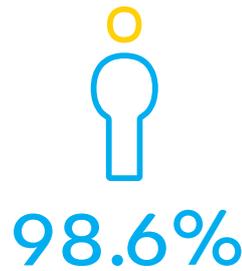
Upper Quartile



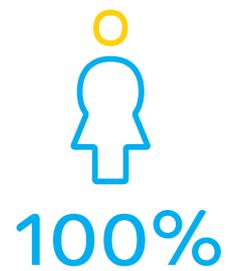
● Male% ● Female%

Bonus Pay Gap

The bonus pay gap is based on the 12 months preceding the 5th April 2020 snapshot date.



of male relevant employees are in receipt of bonus pay



of female relevant employees are in receipt of bonus pay

The mean average shows the difference in bonus pay between male and female relevant employees. On average, female employees receive 20.4% less bonus pay than male employees.

The median average shows the difference in the midpoint bonus pay between male and female relevant employees. For the median, female employees receive on average 15.8% more bonus pay than male employees.



We have recently introduced a new Bonus Scheme for our professional population and given the structure of our workforce, this had led to a significant difference in our median bonus pay gap compared to the results from last year.

Over the last twelve months, we have continued our steps towards cultural transformation. The Site Leadership Team have taken part in some further diversity leadership training and we are developing an equality campaign to promote awareness. We continue to drive change in our external environment by working with local schools, colleges and universities to promote STEM careers and remain committed to our apprenticeship, intern and summer placement programmes.



Accuracy statement

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.

Daren Smith
Site Director
SABIC UK Petrochemicals Limited