

GENDER PAY GAP REPORT 2018

SABIC UK PETROCHEMICALS LIMITED

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At SABIC, we believe that our next generation of employees will require diverse perspectives and talents to drive the successes that we aspire to deliver.

We remain committed to creating a diverse and inclusive place to work, we reward and promote based on the performance, values and technical abilities of our employees and have systems and processes in place to ensure that application is fair and consistent across all employee groups.



570+

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.

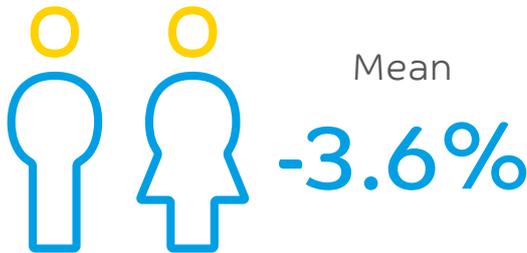


The diagrams below show our gender pay gap based on the snapshot date of 5th April 2018.

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 3.6% higher than male employees.



Median

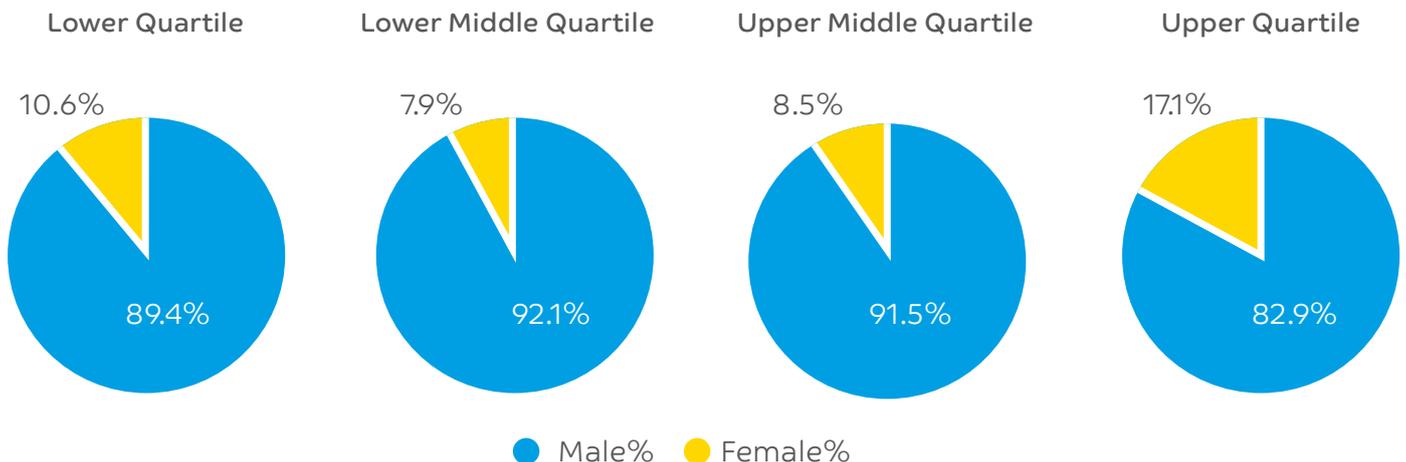
The median average shows the difference between the midpoints in the ranges of male's and female's pay (again, using 'full-pay relevant employees').

For the median, female employees are paid on average 14.6% higher than male employees.



Quartiles

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



Bonus Pay Gap

The bonus pay gap is based on the 12 months preceding the 5th April 2018 snapshot date.



94.7%

of male relevant employees are in receipt of bonus pay



90.8%

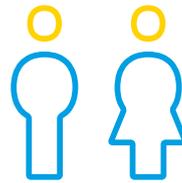
of female relevant employees are in receipt of bonus pay

The mean average shows the difference in bonus pay between male and female relevant employees. On average, female employees receive 18.3% 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 6.3% more bonus pay than male employees.



Mean
18.3%



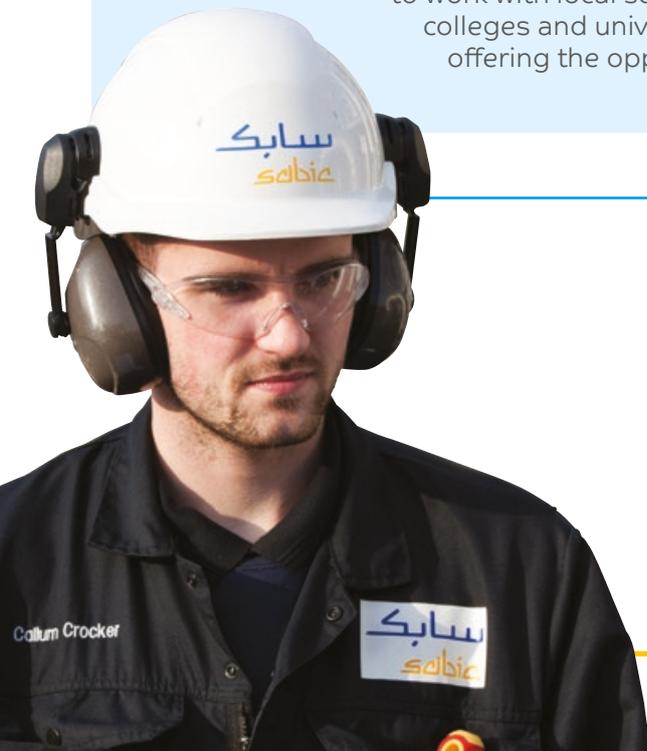
Median
-6.3%

We recognise that as a manufacturing facility, we still operate in an industry that relies heavily on roles requiring STEM (science, technology, engineering and mathematics) skills, which historically have attracted more men.

The challenge we face is historic so we remain focused on how we can attract more female talent into these types of roles. We cannot achieve this alone as it requires cultural transformation within our communities, so we continue to work with local schools, colleges and universities, offering the opportunity

to visit the site and talk to employees about their career routes and job history, so that we can make a difference over time. We also attend numerous careers fairs, offer summer-school programmes and remain committed to our apprenticeship programme. Internally the SABIC Women's Network, helps women in the global SABIC organization collaborate and thrive in their work and advance their careers.

We were also proud to be one of the sponsors of the first Tees Business Women Awards in 2018, recognising the region's high achieving businesswomen.



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