

SABIC UK Petrochemicals Limited

Gender Pay Gap Metrics 2025

30 March 2026

isio.



The results.

Overview

We have calculated and summarised opposite the statutory Gender Pay Gap metrics for SABIC UK Petrochemicals Limited ("SABIC") as at the snapshot date of 5 April 2025.

The results have been calculated based on employee pay and bonus data provided by Emma Gash of SABIC.

What is the Gender Pay Gap?

The Gender Pay Gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

The measures which are required to be calculated and disclosed by UK law are:

- Mean and median hourly pay;
- Mean and median bonus pay;
- Proportion of male and female who received a bonus; and
- Proportion of male and female employees in each pay quartile.

Equal Pay is different from the Gender Pay Gap. Equal Pay refers to the legal requirement for men and women to be paid equally for doing the same or a similar role. The Gender Pay Gap considers the organisation as a whole, rather than comparing specific, equivalent roles.

Positive numbers indicate that males earn more than females. Negative numbers indicate that females earn more than males.

2025 results

2025	Median	Mean
Hourly Pay Gap	-8.2%	0.0%
Bonus Pay Gap	13.9%	11.4%

The proportion of men and women receiving a bonus payment



89%



91%

Proportion of men and women in each quartiles band

2025	Male	Female
Upper	82%	18%
Upper middle	85%	15%
Lower middle	94%	6%
Lower	84%	16%

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