

GENDER PAY GAP REPORT 2017

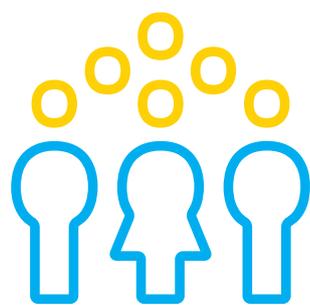
SABIC UK PETROCHEMICALS LIMITED

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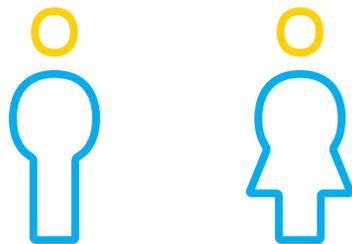
At SABIC, we are committed to creating a diverse and inclusive place to work, recognizing that organizations benefit from differing perspectives and cultural characteristics, making them stronger, more flexible and better able to innovate and to grow. That is why we continue to focus on promoting diversity among our people: by looking at characteristics such as gender, age and nationality, to name but a few.

We take this commitment very seriously and welcome the UK Government's requirement for large companies to be more transparent on gender pay.



600+
Relevant employees
at snapshot date

Gender Balance



90%
Men

10%
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 2017.

Mean

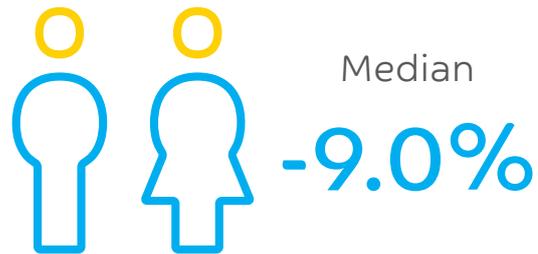
The mean average shows the difference in the hourly rate of pay between male and female 'full-pay relevant employees'.

On average, female employees are paid 4.9% higher than male employees.

Median

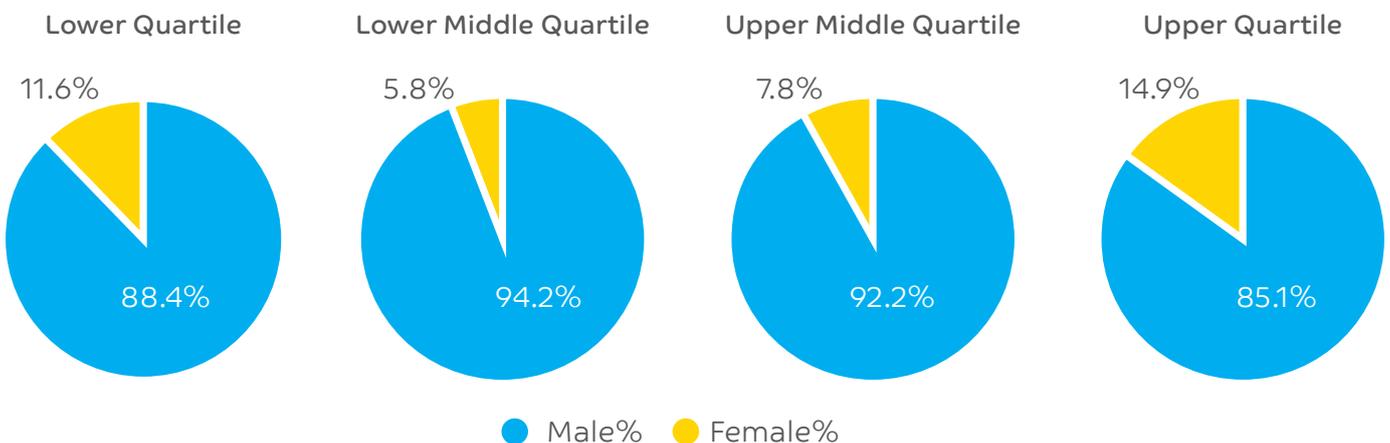
The median average shows the difference between the midpoints in the ranges of male's and female's pay (again, using 'full-pay relevant employees').

For the median, female employees are paid on average 9% 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 2017 snapshot date.



97.8%

of male relevant employees are in receipt of bonus pay



98.4%

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 10.5% less bonus pay than male employees.



Mean

10.5%

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 12.3% more bonus pay than male employees.



Median

-12.3%

Why Our Gender Pay Gap Exists

There is a difference in the distribution of male and female employees throughout our organization and the calculation does not compare pay for similar roles.

Women currently make up 10% of the workforce at SABIC UK Petrochemicals Limited. As a manufacturing facility, we operate in an industry that relies heavily on roles requiring STEM (science, technology, engineering and mathematics) skills, which historically have attracted more men. Encouraging women, as well as men, to pursue STEM roles as a challenging and rewarding future career is one of the key focuses for us.

How We Are Supporting Long-Term Growth in Our Female Talent

We have a number of internal and external initiatives aimed at recruiting and developing women in STEM professions. We work closely with schools, colleges, universities and youth organizations, and offer work-shadowing and 'Women at Work' talks through schools.

We attend numerous career fairs, undertake summer-school programmes and have a well-defined and tested apprenticeship programme. We regularly highlight careers at SABIC in the local media and are producing an educational video to be shown in primary schools to showcase a variety of roles and routes to employment within our organization.

We are aware that to attract and promote females in our workforce we need family-friendly policies that will enable career development in a flexible way. We have a number of working policies in place to support this.

Internally, SABIC Women's Network is a global initiative and support mechanism where women have the opportunity, through quarterly events held locally, to hear speakers give talks on topical issues and to network with their peers.

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