



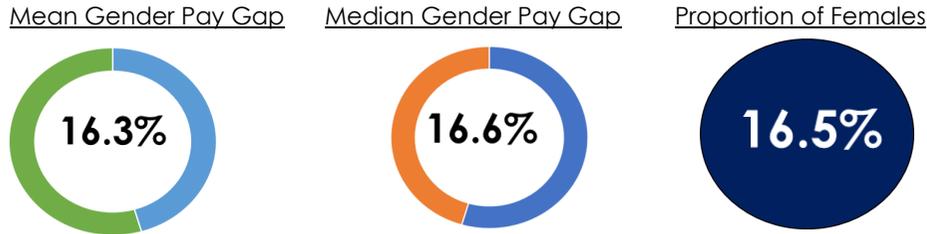
What is the gender pay gap and why are we calculating it?

The UK Government announced by April 2018 private sector organisations with 250+ employees must report their gender pay gap (GPR). The gender pay gap shows the differences between male and female employees pay.

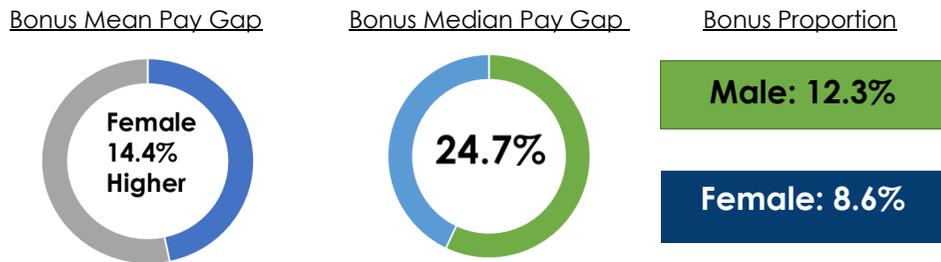
Camlin Limited found this exercise informative as it produced essential data to develop an action plan that will address the gap.

Camlin Group's Gender Pay Gap Results

The results below are as at 5 April 2017.



	Male	Female
Lower Quartile	86%	14%
Lower Middle Quartile	79%	21%
Upper Middle Quartile	88%	12%
Upper Quartile	94%	6%



Why does Camlin have a pay gap?

The industry Camlin operates in requires highly skilled workers from a STEM background. However, women make up only 21% of STEM workforce (Wise Campaign, 2016). Camlin's overall proportion of females to males is 16.5% which reinforces this point,

Additionally, there is a higher proportion of males in senior positions and a higher proportion of females in administrative roles which fall in the lower and lower middle quartile.

We recognise that our Gender pay gap is lower than the UK average of 18.1% however, there is still a significant gap and Camlin Limited plan to address this in a number of ways.

How has Camlin Limited addressed this gender pay gap so far?

Camlin Limited hosted a STEM event introducing young females to Camlin with the help of our female engineers and scientists. We plan to continue initiatives such as these in order to support the growth of females in STEM careers.

We continually are striving to create an environment where women are supported through flexible working and enhanced maternity benefits.

Camlin Limited also frequently engage with local schools and universities.

Action to Take

Camlin Limited plan to take the following actions to address the Gender Pay Gap:

- Line manager recruitment training to reduce unconscious bias
- Conducting pay audits regularly
- Encouraging the progression of women by mentoring and development conversations with line managers
- Camlin's Graduate Programme—'Future Innovators Programme'. This will encourage young females to join Camlin Limited.

Declaration

We confirm that our data is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Lee Tumilty
 Lee Tumilty
 Finance Director

