

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. The gender pay gap is the difference between the average pay for men and women, across the entire organisation, expressed as a percentage of men's earnings (for example, nationally women earn 18.4%1 less than men).

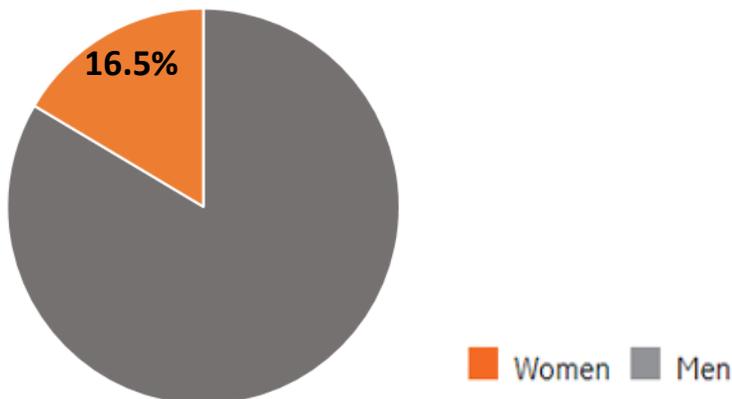
Why does Camlin have a pay gap?

At Camlin we believe that it is ability that counts and it is right and fair to pay our colleagues equally, regardless of gender. We do have a gender pay gap but this is not the same as unequal pay. We work hard to ensure that our recruitment and remuneration policies are gender neutral and we regularly review of our pay policies and practices.

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 quartiles.

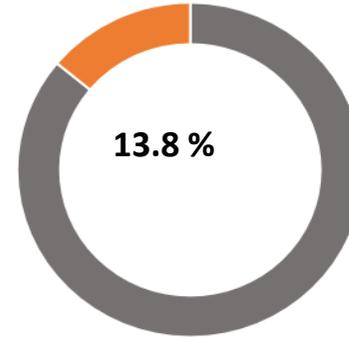
Proportion of Females



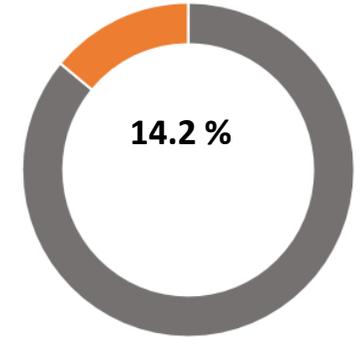
Camlin Group's Gender Pay Gap Results

We are pleased to report that we have seen a reduction in our pay gap from 2017. This reflects progress against our action plan. The results below are as at 5 April 2018.

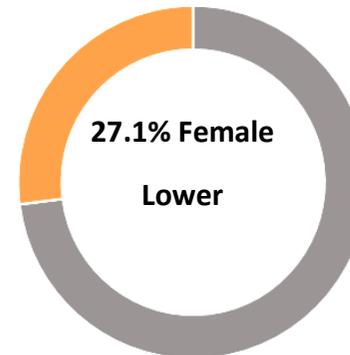
Mean Gender Pay Gap



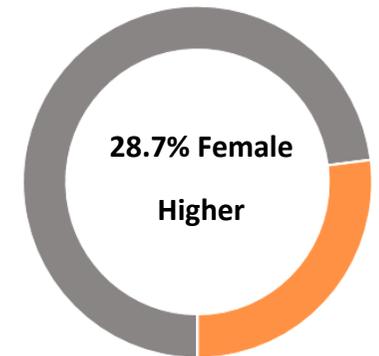
Median Gender Pay Gap



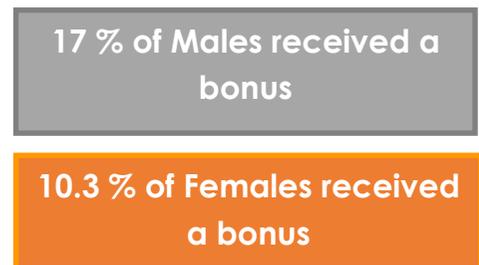
Bonus Mean Pay Gap



Bonus Median Pay Gap



Bonus Proportion



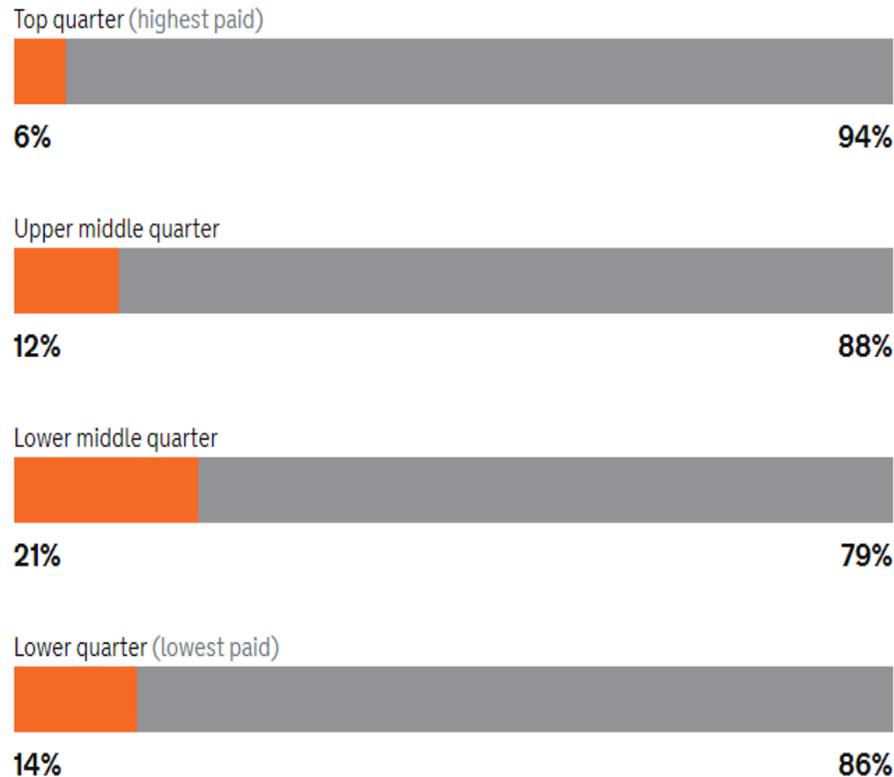


CAMLIN

Proportion of women in each pay quarter

In this organisation, women occupy 6% of the highest paid jobs and 14% of the lowest paid jobs.

Women Men



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

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

Our reward policies and practices are designed to ensure pay is market competitive and ensure equal pay for equivalent roles, regardless of gender.

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

We support colleagues and their families through enhanced parental leave benefits but we believe we can do more. For example, we'll raise awareness of shared parental leave entitlements, so colleagues and their families can achieve the best balance.

Long established stereotypes about 'men's work' vs 'women's work' can still play a key role in the UK's gender pay gap; and can still influence the choices young people make about education and work. We are partnering with local schools colleges, universities and other organisations such as Sentinus to change this, encouraging more female students to pursue STEM subjects and careers in science and engineering.

Action to Take

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

Line manager recruitment training to reduce unconscious bias

Conducting pay audits regularly and continue to monitor our annual reward process to ensure it remains bias free

Encouraging the progression of women by mentoring and development conversations with line managers

Building an inclusive culture where all our women can be completely themselves and succeed in the work place

Camlin's Graduate Programme—'Future Innovators Programme'. This will also seek to 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. We fully support the Government's efforts in working towards greater gender equality.

Lee Tumilty

Finance Director

