

## Gender Pay Gap Reporting – Univar 2018

In conjunction with new legislation the following figures represent the UK Univar workforce as at 5<sup>th</sup> April 2018 (The snapshot date). The source data was taken from the April 2018 payroll costing file and the 2017 bonus figures paid in March 2018.

There were 874 “Relevant” employees in the review, of which 827 were “Full Pay Relevant”

Relevant employees (all employees employed by our organisation on the snapshot date)

Full Pay Relevant (all employees who were paid their **usual full pay** in their pay period that included the snapshot date)

The results must be published on the Univar website and a government website with a written statement from appropriate level (e.g. Chief Exec). The narrative may include challenges (such as execs getting the higher bonuses and the majority being male), but should also highlight successes and long terms plans to address any equalities.

### Gender pay gap in hourly pay (Full Pay Relevant)

Mean Gender Gap 36.61%

Median Gender Gap -5.63%

As with most businesses in the chemical industry Univar is currently disproportional male at senior level and the payments to exec staff do significantly affect the figures.

### Gender Bonus Gap Pay Gap (Relevant)

Mean Bonus Gap 48.79%

Median Bonus Gap -3.72%

### Proportion of employees receiving a Bonus payment

Male 86.03%

Female 93.18%

Subject only to length of service and some attendance/performance criteria all colleagues are entitled to receive bonus.

### Proportion of males and females in each pay quartile - Distribution by Gender

|                 | Female | Male  |
|-----------------|--------|-------|
| 1 <sup>st</sup> | 27.7%  | 72.3% |
| 2 <sup>nd</sup> | 52.2%  | 47.8% |
| 3 <sup>rd</sup> | 47.3%  | 52.7% |
| 4 <sup>th</sup> | 27.5%  | 72.5% |

Univar is globally proactive in addressing the gender inequality in senior leadership positions.

To aid in this development a Women's Network was created in 2014 that identifies around 25 to 30 women with talent and potential then places them in a development programme led by female members of the SMT.

This programme is being reinvigorated in 2019. This programme provides a forum for our talented female colleagues where they can come together, network, learn key skills to support their personal growth and development and ultimately support them in realising their potential.

Furthermore there has been 101 female colleagues who have either had a salary increase or a promotion during 2018 equating to 30% of the female population.