

## Gender Pay Gap Reporting – Univar 2017

In conjunction with new legislation the following figures represent the UK Univar workforce as at 5<sup>th</sup> April 2017 (The snapshot date). The source data was taken from the April 2017 payroll costing file and the 2016 bonus figures paid in March 2017.

There were 841 “Relevant” employees in the review, of which 806 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 will be published on the Univar website and a government website with a written statement.).

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

Mean Gender Gap 33.5%

Median Gender Gap -4.5%

As with most businesses in the chemical industry Univar is currently disproportional male at senior level and the payments to Executive staff do significantly affect the figures. For example if those with the top .5% of bonuses are removed from the calculations the Mean Gap drops to 22.7%, and the Mean Gap for the Lower three quartiles is only 2.5%. In addition to this we had two Presidents on the UK Payroll which skewed the numbers significantly.

### Gender Bonus Gap Pay Gap (Relevant)

Mean Bonus Gap 46.9%

Median Bonus Gap -25.4%

Similarly with the same adjustments the Mean Bonus Gap drops to 30.3% but is still heavily influenced by the predominately male senior positions. Within the lower three quartiles the figures show a similar trend to the median. There are a greater number of female colleagues in supervisor, lower management and professional roles seeing the mean differential swing to minus 25.3%

### Proportion of employees receiving a Bonus payment

Male 87.0%

Female 87.1%

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>	26.1%	73.9%
2 <sup>nd</sup>	54.7%	45.3%
3 <sup>rd</sup>	40.8%	59.2%
4 <sup>th</sup>	33.8%	66.2%

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 each year 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 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.