

# Solvay Solutions UK Ltd's Gender Pay Gap Statistics

At Solvay Solutions UK Ltd, we are confident that men and women who work in the same or similar jobs are paid equally. However, we do have a gender pay gap of 13.9 percent. This means that the average hourly pay rate for men is 13.9 percent higher than for women.

Our gender pay gap can be largely attributed to the fact that chemical manufacturing has been a traditionally male dominated industry; hence a larger number of men are employed in higher paying technical or managerial jobs. The majority of our staff who work shifts, for example process operators, are also male.

Solvay's experience is that although more women have been joining the industry in recent years, we have a very low staff turnover with the average length of service per employee being 25-30 years. In fact, one staff member has completed over 51 years of service.

Since job vacancies do not occur very often, the growing number of women in the chemical industry has not been reflected strongly in our business yet. However, when job vacancies do occur, the company is committed to evaluating individual applicants on their merits without regard to gender. In fact, Solvay's site in Oldbury, which produces phosphorus-based intermediates used in the manufacture of a wide range of products, recently appointed its first female shift manager.

As a company, we are very keen to promote careers in chemical manufacturing to both males and females. In line with this, Solvay Oldbury has hosted a number of site visits designed to educate and inspire schoolchildren and university students about its work. We know that it will take a long time to fully address the gender pay gap imbalance in our company. However, we are committed to offering equal opportunities to both men and women.

## **Solvay Solutions' Gender Pay Gap Statistics**

The mean gender pay gap in hourly pay is 13.9%

The median gender pay gap in hourly pay is 20.3%

The mean bonus gender pay gap is 34.9%

The median bonus gender pay gap is 32.0%

The proportion of males and females receiving a bonus payment is: Men – 60.8% and women – 47.2%

## **The proportion of males and females in each pay quartile**

### **Upper Quartile**

Men – 80.6%

Women 19.4%

### **Upper Middle Quartile**

Men – 94.1%

Women – 5.9%

### **Lower Middle Quartile**

Men – 79.1%

Women 20.9%

### **Lower Quartile**

Men – 69.1%

Women 30.9%

**Alison Murphy**  
**Director**  
**3 April 2018**