

2021 UK Gender Pay Gap Report

Since 2017, employers with 250 or more employees have been required to publish calculations each year showing the pay gap between their male and female employees.

We have carried out six calculations to show the difference between the average earnings of men and women who work for Innospec Limited in the UK. The data relates to payroll data in the 12 months prior to 5th April 2021 (the 'snapshot date'). On the snapshot date we had 459 employees, of which 68.19% are male (313 men and 146 women).

459
employees



Difference in Mean Gender Pay Gap in Hourly Pay



Difference in Median Gender Pay Gap in Hourly Pay



Difference in Mean Bonus Pay



Difference in Median Bonus Pay



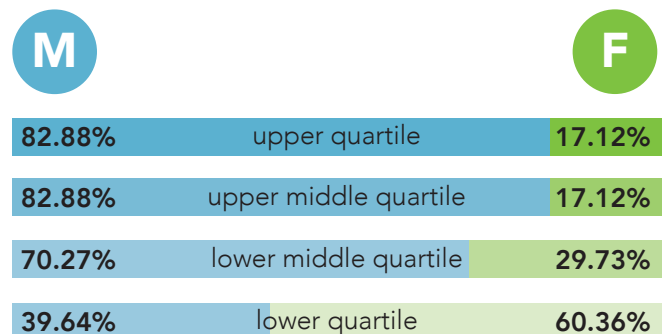
93.91% Proportion of Male and Female employees receiving bonus pay **92.47%**

The data shows a 1.61% improvement in our mean hourly pay gap. We have seen a consistent improvement on this figure since 2019 and this improvement follows positive changes throughout our global organisation. In July 2019 we proudly announced the appointment of a female board member and in November 2020 we appointed a second female to our Board of Directors. We were pleased to report in our 2020 responsible business report that 29% of our Board of Directors are women.

The Innospec annual bonus scheme is a benefit that is available to all employees with the appropriate length of service and is designed to attract and retain the best talent and not discriminate based on gender or any other protected characteristic.

The mean bonus pay gap figure shows a significant improvement on the 2020 reporting year. However, last year the bonus figure was adversely impacted due to several senior male employees selling their stock options. Therefore, it is prudent to review the 2021 reporting figure against the 2019 figure for an honest review of our mean bonus pay gap. The 2021 reporting figure shows a 4.46% improvement on the 2019 figure. The positive improvement to the mean bonus pay gap is also reflected in the percentage of women receiving a bonus. In 2021 we saw 9% more women receive a bonus than in 2019.

Despite the data in this report indicating that there is a gender pay gap at Innospec Limited, we are pleased to see a continued improvement in our gender pay gap figures. Although the pay gap shown is indicative of the industry in which we operate, we do not simply accept this and we are actively looking at ways in which we can improve such as appointing two female board members and having robust equal opportunities succession plans that support women within our organisation to become future leaders. We regularly meet with representatives from similar organisations nationally to share best practice regarding policies and processes, including having regular discussions around EDI within the manufacturing environment.



Proportion of male and female employees according to quartile pay bands.

Ian Cleminson
Executive Vice President
and Chief Financial Officer

Jo Catleugh
Head of HR

For and on behalf of Innospec Limited.

