

2018 UK Gender Pay Gap Report

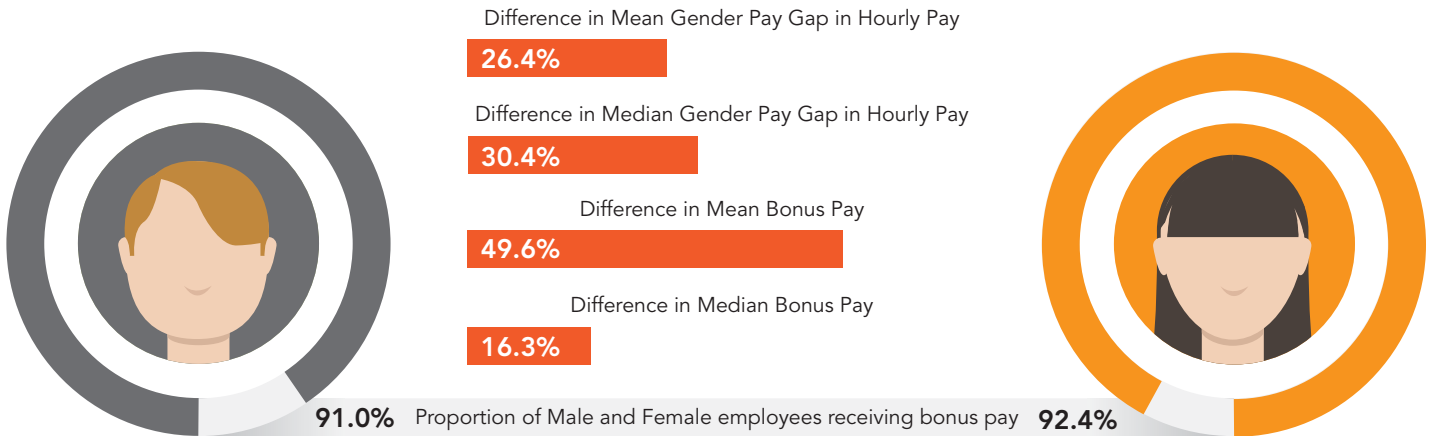
Since 2017, employers with 250 or more employees have been required to publish calculations each year showing the pay gap between their male and female employees.

We have carried out six calculations that show the difference between the average earnings of men and women who work for Innospec Limited in the UK. The data in the attached report relates to payroll data in the twelve months prior to 5th April 2018 (the 'snapshot date'). On the snapshot date we had 429 relevant employees, of which over 70% are male (311 are male and 118 are female).

429
employees

74% male

26% female



As a company, we do not discriminate on the basis of gender. We have devised a compensation and reward package with the purpose of attracting and retaining the best employees. An example of this is our bonus scheme. All permanent employees, regardless of their role or gender, are eligible to earn a bonus as part of our annual bonus plan. As evidenced in this report, 92.4% of women and 91% of men received a bonus payment in 2018. This shows a 0.5% improvement on the number of women receiving a bonus in the 2017 report.

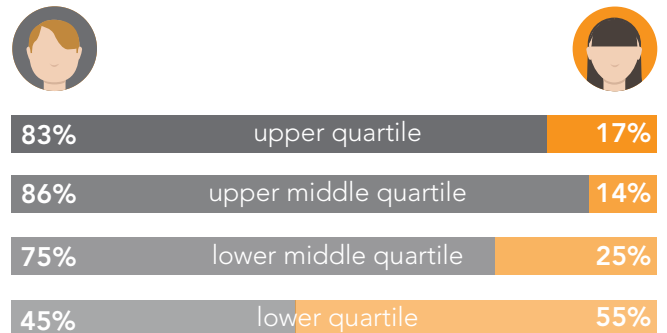
We are pleased to note that the figures in this report show an improvement on the 2017 report. For our hourly pay figures, we have seen a 3.8% improvement on our 2017 Mean Gender Pay Gap and a 2.5% improvement on our 2017 Median Gender Pay Gap. For our bonus pay figures, we have seen a 12% improvement on the 2017 Mean Bonus Pay Gap and a 22.2% improvement on the 2017 Median Bonus Pay Gap.

As we highlighted last year, in line with many companies in our industry, we have more male employees overall than female employees. Our data appears to indicate there is a gender pay gap at Innospec Limited, however, this is indicative of the relative experience of our workforce and the industry that we operate in. We firmly believe that we do not discriminate on the basis of gender when making decisions about pay, recruitment and internal promotion. We reward individuals for their proven experience and skills and pay them accordingly.

This statement confirms that the published information is accurate at the time of publishing.

Ian Cleminson
Executive Vice President
and Chief Financial Officer

Cathy Hessner
Senior Vice President HR



Proportion of male and female employees according to quartile pay bands

For and on behalf of Innospec Limited.