

# 2019 UK Gender Pay Gap Report

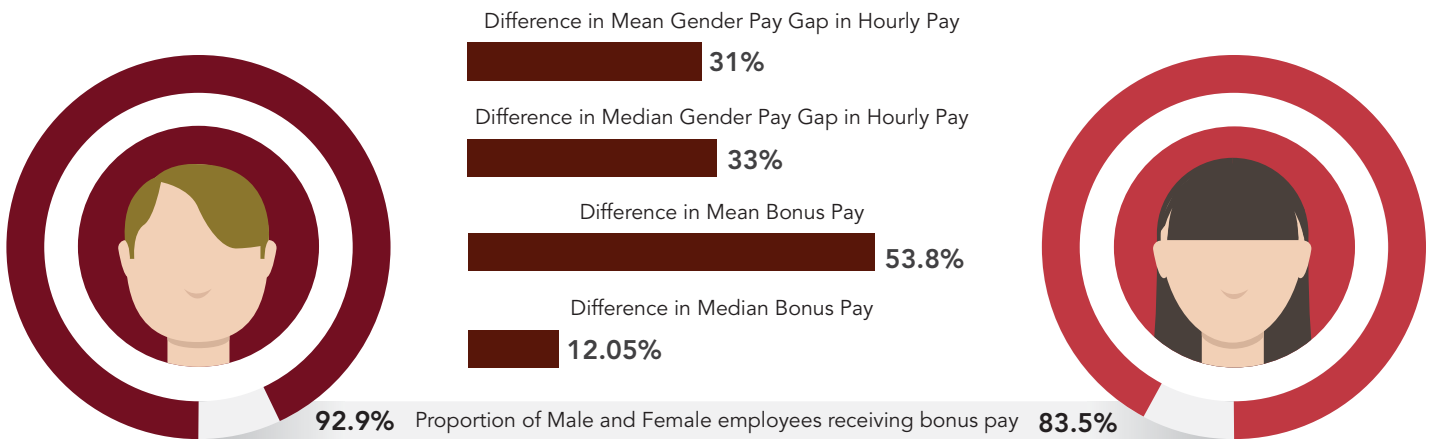
Since 2017, employers with 250 or more employees have been required to publish calculations each year showing the pay gap between their male and female employees.

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 12 months prior to 5th April 2019 (the 'snapshot date'). On the snapshot date we had 456 relevant employees, of which 68.2% were male (311 are male and 145 are female).

**456**  
employees

**68.2% male**

**31.8% female**



This year our gender pay gap figures have been adversely impacted by a series of factors, including a number of senior female employees not being included as full pay relevant employees this year for various reasons, and a number of female appointments taking place late in the year, meaning they were not eligible for a bonus payment for that year. There have also been a number of one-off events that increased the median bonus pay gap. However, we are pleased to note that the difference in median bonus pay has decreased compared to our 2018 Gender Pay Gap Report.

As a company, we have a comprehensive rewards package that is designed to attract and retain the best talent and does not discriminate based on gender. This includes a bonus scheme that all employees with the appropriate length of service, regardless of their role, are eligible to participate in. The figures in this report show that the proportion of women that received a bonus has decreased compared to last year. This is a consequence of us making a significant number of female staff appointments who, due to their start date, were ineligible for a bonus relating to their 2018 performance. Of those employees that were ineligible for a bonus due to their length of service, 63.3% of them were female.

Although the data in this report indicates that there is a gender pay gap at Innospec Limited, we believe this reflects the experience of our workforce and the industry in which we operate. For example, the employees in our manufacturing department are predominantly male. Within the manufacturing department, we have long serving male employees, which, coupled with a low staff turnover, means that we rarely recruit within this division.

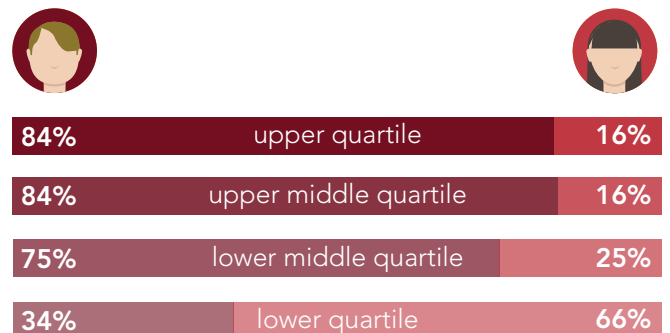
When we do recruit, it is a challenge to attract female candidates and we typically find that applications we receive are from male candidates. We firmly believe that we do not discriminate based on gender when making decisions about remuneration, recruitment or internal promotion.

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

For and on behalf of Innospec Limited.



Proportion of male and female employees according to quartile pay bands