



# IMERYS

## Imerys Minerals Limited – Gender Pay Gap Information (2020)

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2007. The figures are taken from employee data correct as at April 2020 payroll.

### Context

The Company operates on a continuous basis (24/7 working) with 57% of its male employees working some form of shift pattern, including nights and weekends. A shift supplement is paid to compensate for working these unsociable hours and can account for up to 26% of total salary reported. It should also be noted that any assessment of pay to comply with National Living/Minimum Wage requirements excludes shift pay. If shift supplements are discounted from the data, the gender pay gap becomes negative on both a mean and a median basis, meaning females are higher paid vs males.

More information can be found at the end of this report along with some key definitions.

### Reported Information

#### **A : Gender Pay Gap**

Includes all employees on the April 2020 payroll and shows the difference between the average hourly pay of male and female employees.

	<u>Apr 20</u>	<u>Apr 19</u>
<b>Mean Gender Pay Gap:</b>	<b>7.28%</b>	<b>12.48%</b>
<b>Median Gender Pay Gap :</b>	<b>10.04%</b>	<b>9.96%</b>

#### **B : Bonus Gender Pay Gap**

Includes all employees who have received some form of bonus (including vouchers received for long service) in the 12 months preceding the April 2020 payroll and shows the difference between the average bonuses paid to male and female employees.

	<u>Apr 20</u>	<u>Apr 19</u>
<b>Mean Bonus Gender Pay Gap :</b>	<b>32.41%</b>	<b>38.29%</b>
<b>Median Bonus Gender Pay Gap :</b>	<b>-15.92%</b>	<b>19.45%</b>

#### **C : Proportion of male and female employees receiving bonus**

Includes all employees who have received a bonus in the 12 months preceding the April 2020 payroll and shows the percentage of male and female employees that received a bonus.

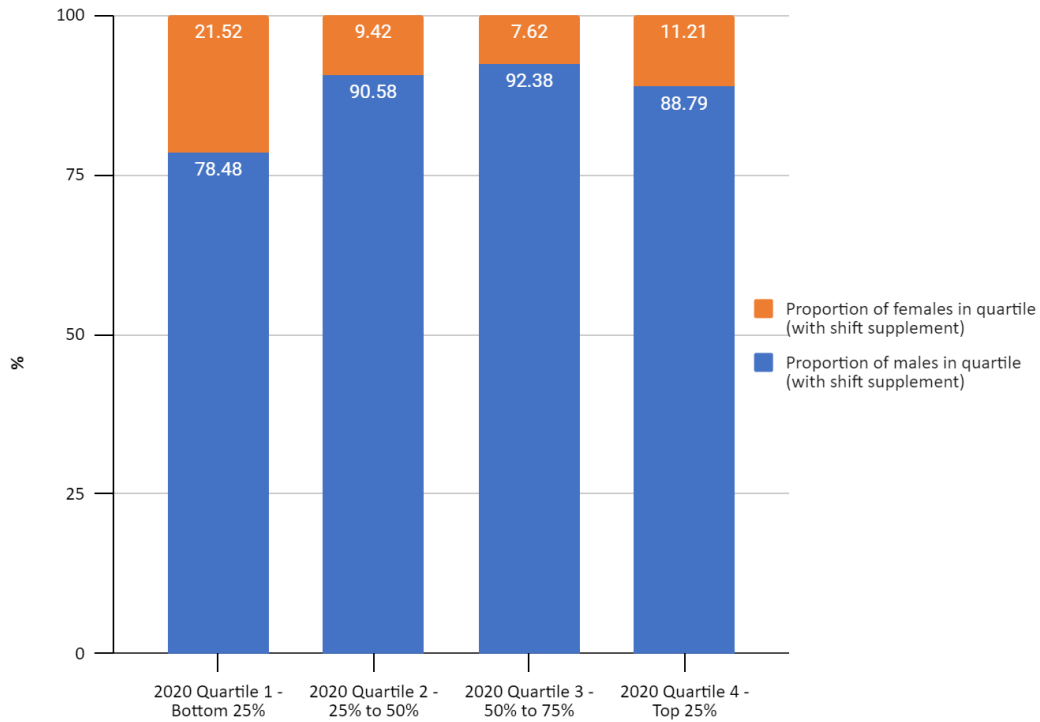
	<u>Apr 20</u>	<u>Apr 19</u>
<b>Proportion of male employees receiving bonus:</b>	<b>19.06%</b>	<b>17.22%</b>
<b>Proportion of female employees receiving bonus:</b>	<b>16.36%</b>	<b>14.49%</b>



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## D : Male and Female Employees by Pay Quartile

Includes all employees on the April 2020 payroll and shows the percentage of male and female employees in each quartile.



There is an upward trend of females towards the higher quartiles over the four year period.

### Additional Comments

As highlighted at the beginning of this report, if shift supplements are discounted from the data, the gender pay gap is as follows ;

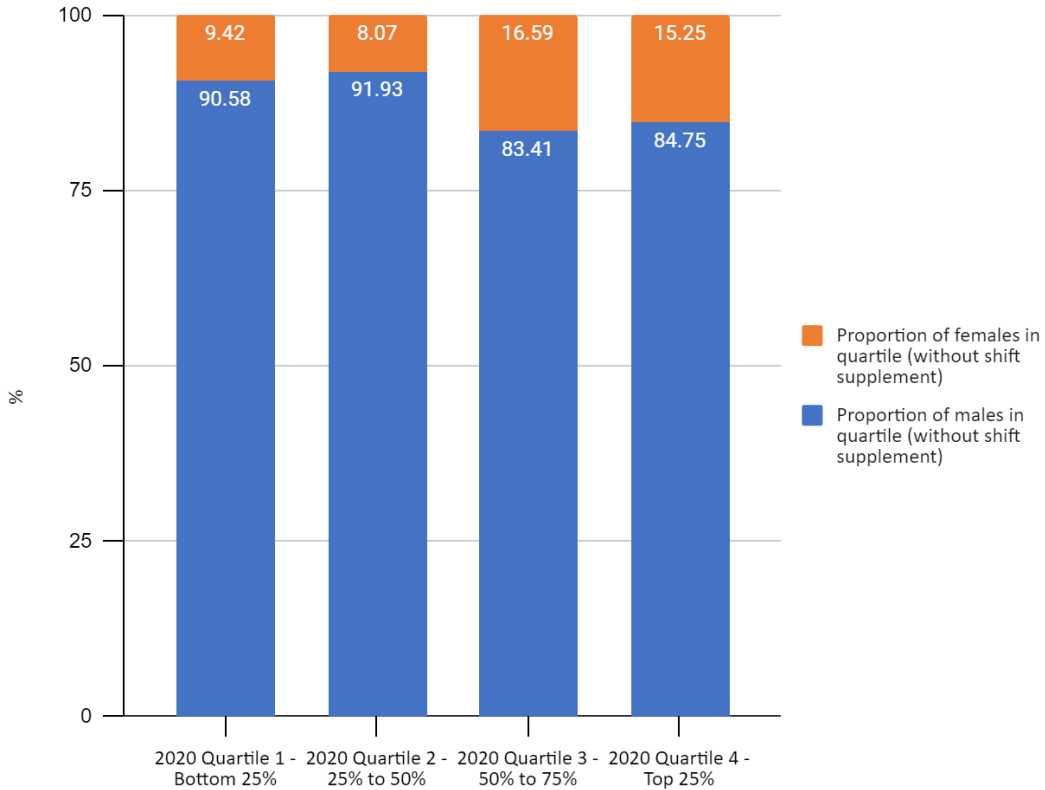
	Apr 20	Apr 19
Mean Gender Pay Gap:	-1.98%	3.38%
Median Gender Pay Gap :	-9.13%	-9.60%

This means that on a median basis, females are paid 9.13% higher than males.



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On the same basis, the number of females in the 3rd and 4th pay quartiles increased significantly (as in the previous year) as can be seen in the chart below.



Signed on behalf of Imerys Minerals Limited

**Richard Townsend**  
Country HR Director - UK

### Key Definitions

**Hourly pay** ; includes basic pay, shift pay, allowances and stock options / performance shares but excludes salary sacrifice elements.

**Bonus** ; includes stock options / performance shares and annual incentive plans.

**Mean** ; the average of all numbers - sometimes called the arithmetic mean. To calculate mean, add together all of the numbers in a set and then divide the sum by the total count of numbers.

**Median** ; the middle number in a sequence of numbers. To find the median, organize each number in order by size; the number in the middle is the median.