



# IMERYS

## Imerys Minerals Limited – Gender Pay Gap Information (2019)

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 2019 payroll.

### Context

The Company operates on a continuous basis (24/7 working) with 51% 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 narrows significantly on a mean basis and becomes negative on 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 2019 payroll and shows the difference between the average hourly pay of male and female employees.

	<u>Apr 19</u>	<u>Apr 18</u>
<b>Mean Gender Pay Gap:</b>	<b>12.48%</b>	<b>9.19%</b>
<b>Median Gender Pay Gap :</b>	<b>9.96%</b>	<b>9.67%</b>

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

Includes all employees who have received some form of bonus in the 12 months preceding the April 2019 payroll and shows the difference between the average bonuses paid to male and female employees.

	<u>Apr 19</u>	<u>Apr 18</u>
<b>Mean Bonus Gender Pay Gap :</b>	<b>38.29%</b>	<b>43.04%</b>
<b>Median Bonus Gender Pay Gap :</b>	<b>19.45%</b>	<b>43.34%</b>

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

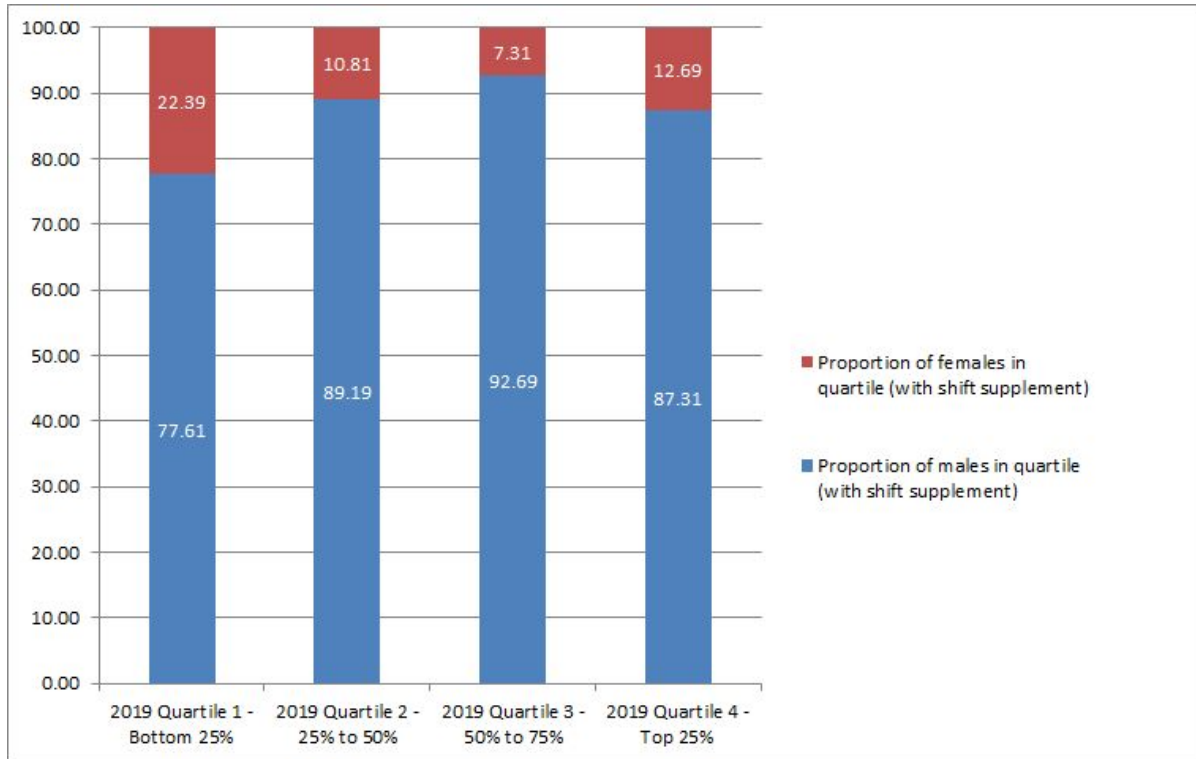
Includes all employees who have received a bonus in the 12 months preceding the April 2019 payroll and shows the percentage of male and female employees that received a bonus.

	<u>Apr 19</u>	<u>Apr 18</u>
<b>Mean Bonus Gender Pay Gap :</b>	<b>17.22%</b>	<b>16.38%*</b>
<b>Median Bonus Gender Pay Gap :</b>	<b>14.49%</b>	<b>20%</b>

\*This figure was incorrectly reported in March 2019 as 19.38%

## D : Male and Female Employees by Pay Quartile

Includes all employees on the April 2019 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 three year period (which has continued despite the slight increase in the % difference in mean hourly rate this year)

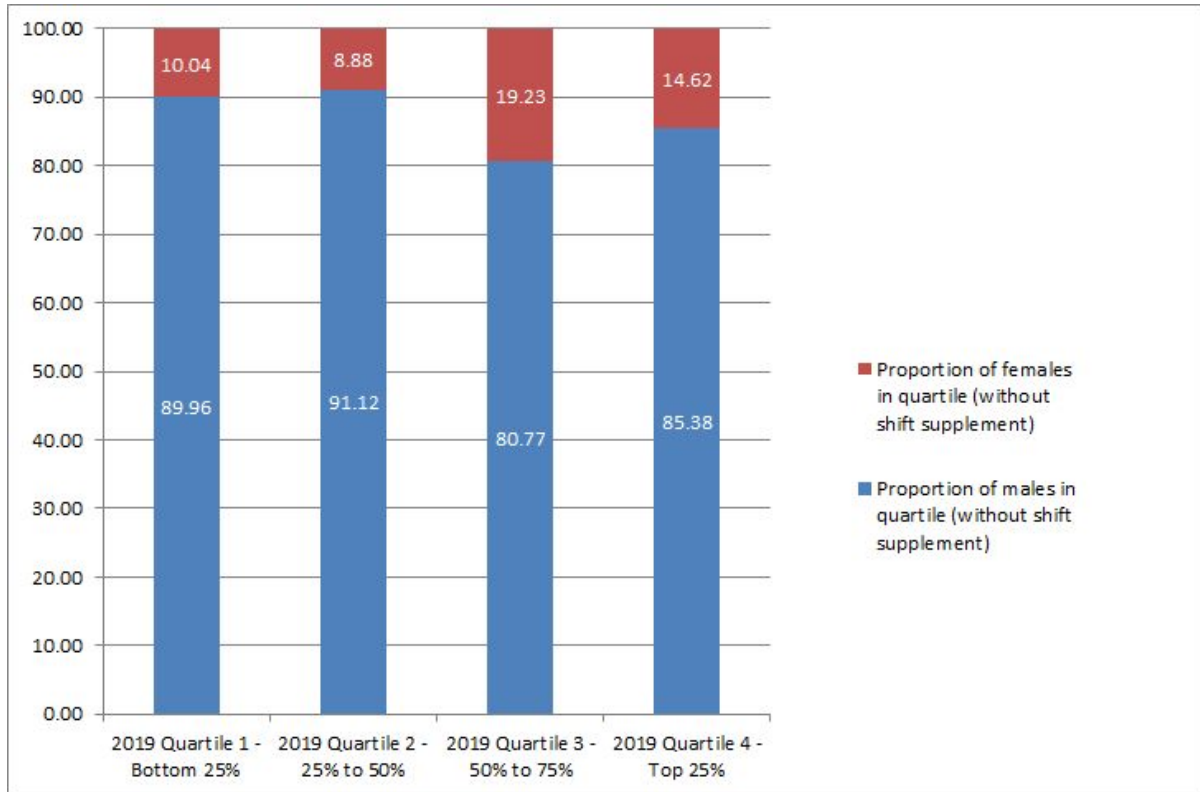
### Additional Comments

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

	Apr 19	Apr 18
Mean Gender Pay Gap:	3.38%	0.41%
Median Gender Pay Gap :	-9.60%	-7.34%

This means that on a median basis, females are paid 9.60% higher than males.

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



Signed on behalf of Imerys Minerals Limited



Jeremy Barnard  
HR Director

### 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.