



GENDER PAY GAP STATEMENT

As required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Sibelco UK Limited, can report the following calculations based on the snapshot date of 5th April 2017.

- Women's hourly rate is 18.8% lower (mean) and 13.9% lower (median).
- Top salary quartile has 86% men and 14% women
- Upper middle salary quartile has 89% men and 11% women
- Lower middle salary quartile has 82.8% men and 17.2% women
- Lower salary quartile has 65.3% men and 34.7% women
- Women's bonus pay is 60.5% lower (mean) and 27.9% lower (median)
- 93.8% of men and 90.9% of women received bonus pay

The Company will continue to monitor its gender pay gap information and remains committed to a policy of equal opportunities for all employees.

A handwritten signature in black ink, appearing to read "M. C. James", with a long horizontal flourish underneath.

Mark James
Managing Director UK