

What is the gender pay gap and why are we calculating it?

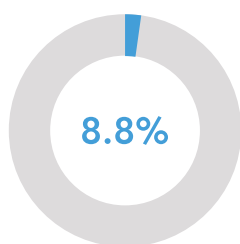
The UK Government announced by April 2018 private sector organisations with 250+ employees must report their gender pay gap (GPGR). The gender pay gap shows the differences between male and female employees pay.

This exercise was beneficial for Camlin, as it facilitated an in-depth review of key data, enabling us to work on bridging the gap, through our continued action plan.

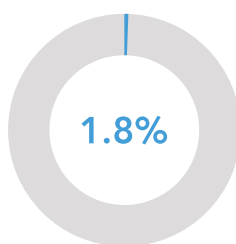
Camlin's Gender Pay Gap Results

The results below are as at 5 April 2022:

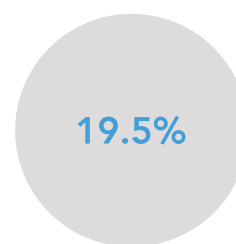
Mean Gender Pay Gap



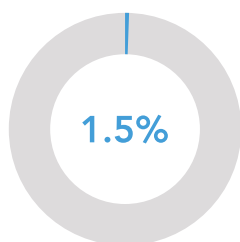
Median Gender Pay Gap



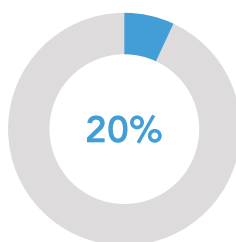
Proportion of Females



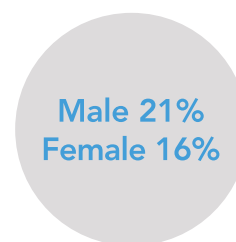
Bonus Mean Pay Gap



Bonus Median Pay Gap



Bonus Proportion



Why does Camlin have a pay gap?

The industry Camlin operates in requires highly skilled workers from a STEM background.

The latest government workforce data (June 2022) shows a positive increase in the percentage of women making up the Core-STEM workforce, with percentages increasing from 26.6% (Dec 2021), to 26.9%. As an organisation, our overall proportion of females to males has also increased from 17% to 19.5% in the year to April 2022.

While there remains a higher proportion of males to females in senior positions, a quarter of our Senior Leadership Team (SLT) positions are now held by females. There remains a higher proportion of females in administrative roles which fall in the lower and lower middle quartile. Since reporting last, we have narrowed the gap between our Gender Pay Gap (8.8%) and the UK average of 8.3% (ONS, 2022). We plan to continue our efforts in this regard in the coming year.

How has Camlin Limited addressed this gender pay gap so far?

- Camlin hosted a STEM event introducing young females to Camlin with the help of our female engineers and scientists. We plan to continue initiatives such as these in order to support the growth of females in STEM careers.
- We have created an environment where women are supported through flexible working, opportunities for internal promotion and enhanced maternity benefits.
- We also frequently engage with local schools and universities and engage in initiatives to help attract females into STEM careers.
- We have launched an Early Careers Programme—Future Innovators which has helped encourage young females to join Camlin. We have also launched Equality, Diversity & Inclusion training to help promote awareness in this area and are currently working towards our Diversity Mark accreditation. We have introduced a formal salary review process which provides fairness and consistency.

Action to Take

Camlin plans to take the following actions to address the Gender Pay Gap:

- Roll out of Equality, Diversity & Inclusion Training via our new training platform
- Training in unconscious bias for all managers
- Development of a mentoring programme to support future female leaders
- Membership of Women in Business and Women in Science & Engineering (WISE)
- Introduction of an Equality, Diversity and Inclusion strategy with a range of initiatives to ensure equal opportunities for our female employees.
- Calendar of events throughout the year to support Women in Business and to support and encourage the next generation of girls who may want to pursue a career in STEM.

Declaration

We confirm that our data is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Nuala McDonald, Chief People Officer.

Lee Tumilty, Chief Financial Officer.