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.

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.

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