

Gender Pay Gap Report 2018

Gender pay gap measures the difference in average pay between men and women in the work place, regardless of their role and position within the Company. This is different to measuring equal pay, which is a mechanism to ensure that men and women carrying out the same job role or work of the equivalent value are paid equally.

Our Gender and Bonus Pay Gap Statistics

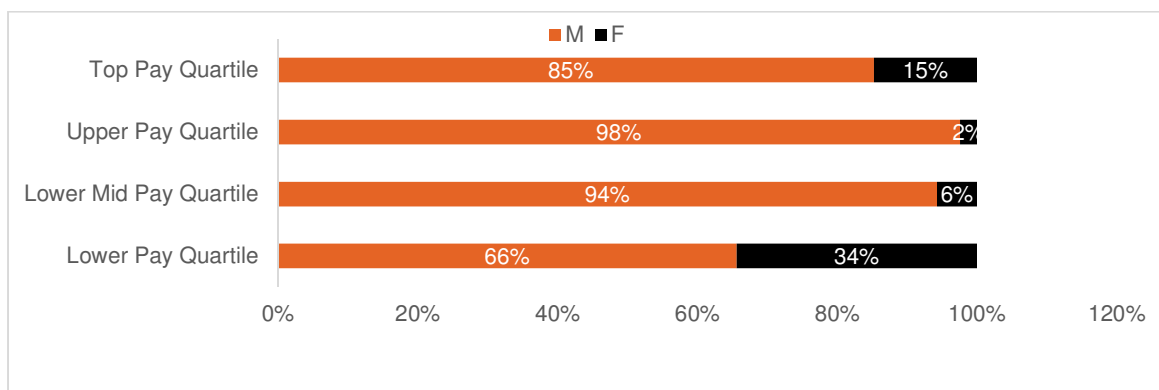
The gender pay gap report is a snapshot of the average pay gap between male and female employees as of 5th April 2018.

We have a difference of 19.72% between the average hourly pay of our female and male colleagues. When comparing the mid-point between our lowest and highest paid female and male colleagues, we have a midpoint average of 25%. Both of which are on trend with the national average.

Our female employees are paid bonuses which are 41% higher than our male colleagues. This is also seen in the median figures which show that at the mid-point our female colleagues are paid bonuses which are 209% higher than our male colleagues. 87% of male employees and 78% of our female employees were eligible to receive bonus as at the snapshot date. In Etex Building Performance all employees are eligible to receive bonus, however in order to be eligible employees need to have six months service prior to 31st December.

Due to the nature of our business and the varying roles carried out by our workforce, different compensation packages are offered across the various functions. For a large proportion of the male workforce population, bonus is a smaller element of the overall package, and those working shifts will be eligible to receive a shift premium.

Proportion of Etex BP employees from each gender in each pay quartile



Summary

Since our last report in 2018, we have seen a higher number of male workers compared to female workers start with the business, contributing to a rise in our average and midpoint gender pay gap due to the

makeup of our office and shift work salary and benefits packages. As a business we strive to ensure pay equality across all roles. We will continue to monitor our gender pay gap and ensure that all employees, regardless of gender will be compensated fairly in accordance with our Company policy and that we offer an inclusive and diverse environment for all our employees.

A handwritten signature in black ink, reading "J. Maycock". The signature is written in a cursive style with a large, stylized "J" and "M".

Jane Maycock, HR Director
Etex Building Performance