

# Industrial Chemicals Limited Gender Pay Gap Report 2020



# INDUSTRIAL CHEMICALS LIMITED (ICL)

## About Us

Established in March 1976, Industrial Chemicals developed from an Essex based transport company into a national chemical manufacturer and trader of industrial chemicals. Headquartered in Grays, with nine operations throughout the UK and one in the USA. The company has an annual turnover in excess of £125 million, employing more than 500 people across its operations, we have a global client base, handling more than one million tonnes of specialist chemicals annually.

Supplying an extensive product portfolio including both bulk and packed chemicals to a variety of industries, with many of our customers are recognisable household names. Our products are used in sectors including agriculture, water utilities, steel production, energy utilities, pharmaceuticals and homecare products, with customers ranging from large internationals to small family owned businesses who appreciate the reliability and dependability of service that we offer.

ICL also boasts one of the largest specialist distribution fleets in the UK Chemicals sector.



# OUR LOCATIONS

LOCATION	GEOGRAPHICAL	SITE AREA
GRAYS	STH ENGLAND	42 Acres
W. THURROCK	STH ENGLAND	90 Acres
WIDNES	MIDLANDS	5 Acres
RUNCORN	MIDLANDS	2 Acres
SELBY	NTH ENGLAND	35 Acres
NEWCASTLE	NTH ENGLAND	12 Acres
PORT CLARENCE	NTH ENGLAND	100 Acres
SCUNTHORPE	NTH ENGLAND	27 Acres
LLANWERN	WALES	1 Acres

# OUR GENDER PAY GAP

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The gender pay gap measures the difference between men and women's average earnings and is expressed as a percentage of men's pay. According to the Office of National Statistics, the overall UK gender pay gap is 15.5 %.

The gender pay gap is an equality measure that shows the difference in average earnings between women and men.

The government's reporting rules require us to identify differences in pay between male and female colleagues across the entire workforce regardless of job role. The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

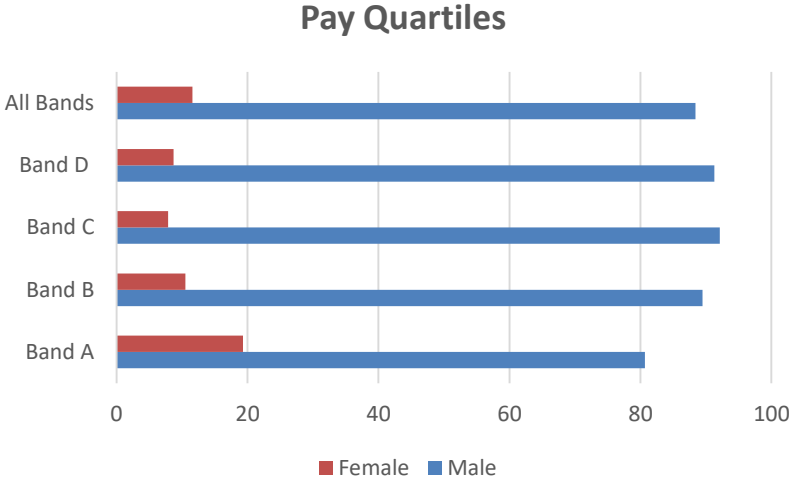
(snap shot date 05.04.2020)

- ◆ The mean gender pay gap for ICL is 9.3%.
- ◆ The median gender pay gap for ICL is 15.0%.
- ◆ The mean gender bonus gap for ICL is 7.7%.
- ◆ The median gender bonus gap for ICL is 0.0%.
- ◆ The proportion of male employees in ICL receiving a bonus is 2.9%
- ◆ The proportion of female employees in ICL receiving a bonus is 1.9%.

# GENDER PAY QUANTILES

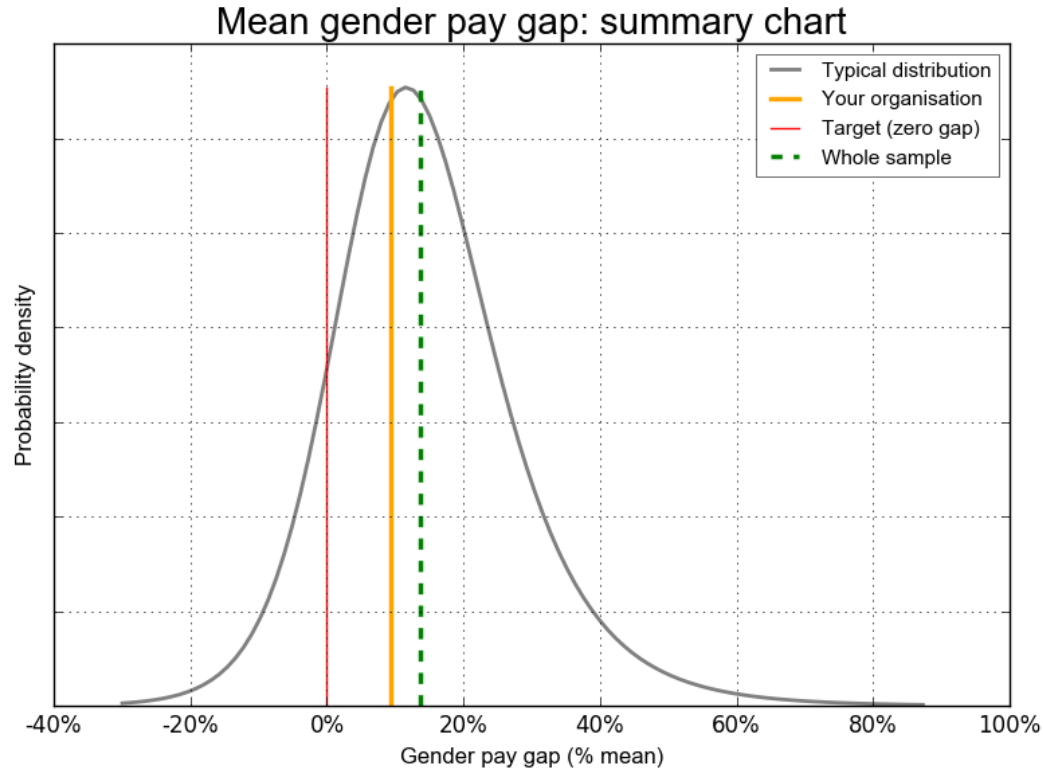
Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quarter gives an indication of women's representation at different levels of the organisation. The proportion of male and females in each pay quartile is shown below;

Band	Description	Male	Female
D	Includes employees whose standard hourly rate places them in the upper quartile	91.3% (105)	8.7% (10)
C	Includes employees whose standard hourly rate places them in the upper quartile	92.1% (105)	7.9% (9)
B	Includes employees whose standard hourly rate places them in the upper quartile	89.5% (102)	10.5% (12)
A	Includes employees whose standard hourly rate places them in the upper quartile	80.7% (92)	19.3% (22)
All Bands	Includes employees whose standard hourly rate places them in the upper quartile	88.4% (404)	11.6 (53)





# MEAN GENDER PAY GAP: SUMMARY CHART



# OUR GENDER PAY GAP : SUMMARY

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- ◆ At 9.3%, the mean gender pay gap for Industrial Chemical Limited is significantly below the whole sample figure. It is significantly below the figure for organisations in the same sector and significantly below the figure for organisations in the same industry.
- ◆ At 15.0%, the median gender pay gap for Industrial Chemical Limited is significantly above the figure for organisations in the same sector and significantly above the figure for organisations in the same industry.
- ◆ At 7.7%, the mean gender annual bonus gap for Industrial Chemical Limited is significantly below the whole sample figure. It is significantly below the figure for organisations in the same sector and significantly below the figure for organisations in the same industry.
- ◆ At 0.0%, the median gender annual bonus gap for Industrial Chemical Limited is significantly below the whole sample figure. It is significantly below the figure for organisations in the same sector and significantly below the figure for organisations in the same industry.
- ◆ At 2.9%, the proportion of men receiving a bonus in Industrial Chemical Limited is significantly below the whole sample figure and significantly below the figure for organisations in the same industry.
- ◆ At 1.9%, the proportion of women receiving a bonus is significantly below the whole sample figure and significantly below the figure for organisations in the same industry.

# HOW DOES OUR PAY GAP COMPARE WITH THAT OF OTHERS?

The vast majority of organisations have a gender pay gap, and although ICL's has increased this year, we are pleased to be able to say that ICL's gap continues to compare favourably with that of other organisations, including those within our industry.

	Industrial Chemicals Limited	Sector - Manufacturing and Production	Industry - Chemicals, Pharmaceuticals and Oil
Mean gender pay gap	9.3%	13.2%	12.2%
Median gender pay gap	15.0%	10.8%	8.6%
Mean gender bonus gap	7.7%	33.9%	21.9%
Median gender bonus gap	0.0%	12.4%	8.3%
Proportion of males receiving a bonus	2.9%	66.9%	84.0%
Proportion of females receiving a bonus	1.9%	66.9%	83.3%



# WHY DO WE HAVE A GENDER PAY GAP?

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We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

The Chemical and Transport industry is often very male dominated, and though these opportunities are offered to women at Industrial Chemicals Limited, shift personnel are mainly men which can skew the gender pay gap figures.

Our pay gap figures are affected by the demographics and representation in various parts of the company, the overall gender pay gap is largely as a result of the higher number of men employed across the organisation as well as the higher number of men in senior/leadership positions, roles requiring professional qualifications and technical roles.

Like many employers in chemical manufacturing and distribution sector we have more male employees this is due to factors beyond our control such as the lower number of girls, choosing further education and jobs in science, technology, engineering and maths.

ICL is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the Company and the salaries that these roles attract.

# WHAT ARE WE DOING TO ADDRESS OUR GENDER PAY GAP?

We recognise that the female demographic is underrepresented in the total workforce and we are committed to doing everything we can to address this and reduce the gender pay gap. However, we also recognise that our scope to act is limited in some areas as we have no direct control over the career or lifestyle choices that individuals make.

We are committed to equal opportunities and equal treatment for all employees. We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above). We are taking positive steps to address and eliminate the gender pay gap, where possible, and to promote gender diversity in all areas of our workforce, this includes the following:

- Making available roles that offer more flexible working, where possible.
- Regular monitoring of the pay and grading structure across the company
- Ensuring all managers are trained in non-discriminatory recruitment practices
- Introducing regular monitoring and reviews of pay and progression
- Encouraging more women to apply for male dominated roles across the business
- Evaluate job roles and pay grades to ensure fairness.

Due to the structural changes required to address many of the causes of the gender pay gap, the effects of these initiatives may take many years to be fully realised. We will continue to monitor our gender pay gap levels, focusing on ways to attract, retain and develop our diverse talent by supporting flexible working practices, encouraging more female staff at higher levels of the business and actively supporting company-wide initiatives encouraging diversity.