

UK Gender Pay Gap Announcement – April 2025

Colorcon Limited is an employer required by law to carry out Gender Pay Reporting under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We are required to publish the results on our own website and a government website.

The Gender Pay Gap is not the same as Equal Pay. Equal Pay refers to identified people doing the same job, like work, and work of equal value. It is unlawful to pay people in such equivalent roles unequally because they are a man or a woman. The Gender Pay Gap evaluation involves carrying out six calculations that compare the average earnings of all men and women in an organisation over a standard period of time; it will not involve publishing individual employees' data.

This Gender Pay Gap Report is based on data as at 5th April 2025. At this date, Colorcon Limited had 296 employees; however, 284 employees qualified for this analysis, with 91 being women and 193 men.

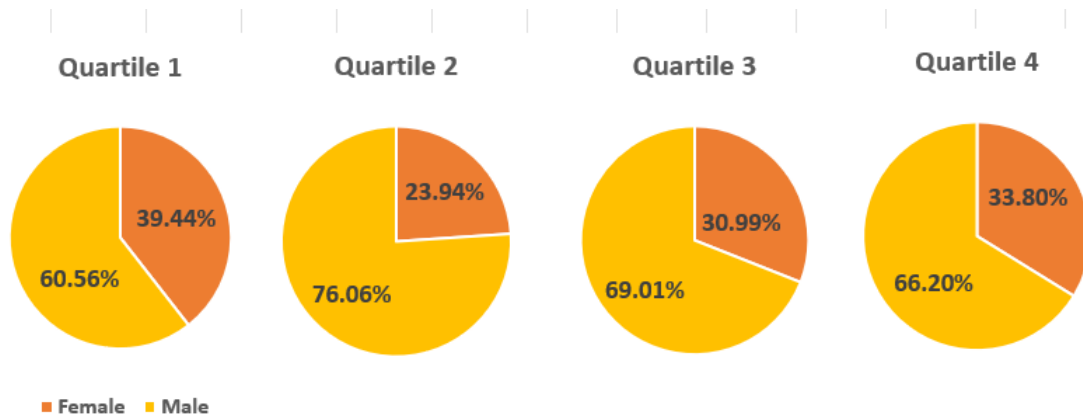
Our Pay and Bonus Gender Gap is as follows:

	Mean	Median
Pay	-0.45%	-0.25%
Bonus	23%	-20%

The number of relevant employees who received a bonus in this analysis is:

- Male = 94%
- Female = 95%

The proportion of males/females in each quartile pay band is as follows:



Commentary:

There are no differences in pay rates for different genders occupying equivalent roles.

All our employees (male and female) are eligible to receive a target bonus; this is calculated based on a period of January to December of the prior year.

The results above do not show 100% because the total of 15 employees are showing as not receiving a bonus. So it's a combination of new starters after 1st January 2025 who don't qualify for the bonus as they were not employed on the 31st December 2024 and those who sacrificed 100% of their bonus.

The management positions receive increasingly higher percentage bonuses in accordance with their seniority. Some of our higher-level employees are eligible for an additional bonus and these are predominantly male. This is why the mean bonus is at 23%.

The median Gender Bonus Gap is lower than the mean due to a higher proportion of the production departments, which are dominated by male employees, receiving a lower percentage target bonus.

Karen Lauxmann, Managing Director EMEA, March 2026