

UK Gender Pay Gap Announcement

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 2018. At this date, Colorcon Limited had 252 employees; however, 242 employees qualified for this analysis, with 74 being women and 168 men.

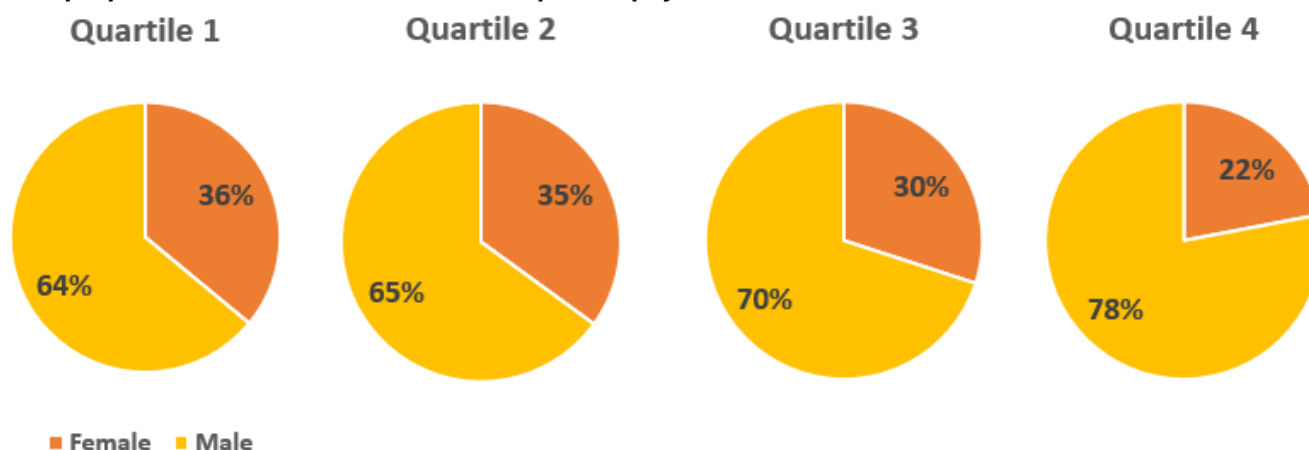
Our Pay and Bonus Gender Gap is as follows:

| | Mean | Median |
|-------|-------|--------|
| Pay | 14.5% | 5.8% |
| Bonus | 38.1% | -10.3% |

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

- Male = 99.4%
- Female = 96%

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.

The median Gender Pay Gap is lower than the mean due to a higher proportion of lower earners being employed in male dominated departments.

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. Our results show 99.4% for men because 1 male employee chose to sacrifice his bonus into his pension and hence was not eligible for a bonus in the reviewed period. Our results show 96% for women because 3 female employees joined after the 1st January 2018 and were therefore not eligible for the annual bonus.

The management positions receive increasingly higher percentage bonuses in accordance with their seniority. In addition to this the sales team received high bonuses in this period and these roles are

mainly filled by men. Consequently, the difference in the mean bonus figure is explained by more senior roles being filled by men.

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.

Compared to our 2017 data, our Pay Gap has decreased for the mean and median. For the Bonus Gap our mean has increased; however, the median has decreased to a negative value.

David Bain, Managing Director EMEA, March 2019