



Cytec Engineered Materials Ltd's Gender Pay Gap Statement

At Cytec Engineered Materials Ltd ("CEM"), we are confident that our male and female employees who work in the same or similar jobs are paid equally. For the year 2022, we do have a mean pay gap of -15.8% for reasons set out below.

Figures for 2022 show that we have an average gender pay gap of -15.8%. This means that the average hourly rate is 15.8% higher for women. In context, this is partly related to the smaller number of women working at CEM (79) compared to men (411). The highest paid employee this year at CEM was male, as was the lowest paid employee. 26.1% of the highest paid roles at CEM were occupied by women and 40% of all women were in this top pay quartile.

Manufacturing has been a historically male-dominated industry, and this is reflected in the make-up of the business, as significantly more men are employed at CEM than women. However, women are represented at every pay quartile, highlighting that both genders have the opportunity to occupy various roles and responsibilities at CEM. The majority of women in CEM are employed at management level and this has led to the gender pay gap being in favour of women.

As a company, we remain committed to promoting careers within manufacturing to both males and females, and to evaluating individual job applicants solely on their merits without any regard to sexuality, race, age, gender identification and religion.

From children looking to the future, to adults well-established in their careers, CEM recognises that equality of opportunity for all genders is vital, and a worthwhile task.

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The mean gender pay gap in hourly pay is – -15.8%

The median gender pay gap in hourly pay is – -19.1%

The mean bonus gender pay gap is – -37.8%

The medium bonus gender pay gap is – -617.4%

The proportion of males and females receiving a bonus payment is: Male – 77.4% and Female – 75.9%

The proportion of males and females in each pay quartile:

Upper Quartile

Men – 73.9%

Women – 26.1%

Upper Middle Quartile

Men – 81.5%

Women – 18.5%

Lower Middle Quartile

Men – 89.9%

Women – 10.1%

Lower Quartile

Men – 90.8%

Women – 9.2%

Ben Moore

Director

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