

## **Gender Pay report**

Gender pay is the difference between the earnings of all men compared to the earnings of all women in the organisation and, not to be confused with Equal pay, which is when men and women are paid the same for the same work. Quaker Houghton UK is committed to being a diverse and inclusive employer that empowers all colleagues to reach their full potential and, we are confident that we pay our employees fairly. The Gender pay gap statistics for Quaker Houghton UK are detailed below:

- Women's hourly rate is 11.7% (mean) lower and 26% (median) higher than men's
- Top salary quartile has 84% men and 16% women
- Upper middle salary quartile 72% men and 28% women
- Lower middle salary quartile 92% men and 8% women
- Lower salary quartile 86.3% men and 13.7% women
- Women's bonus pay 34.4% (mean) lower than men and 73% (median) lower than men
- 33.3% of men and 71.4% of women receive bonus pay

This information tells us that the overall pay gap is in favour of men but, that women are more likely to be in the top 2 quartiles than men and, more likely to receive a bonus payment. These results are primarily driven by the demographics of our population being overwhelming male. This demographic extends to our Senior Leadership team, which explains the gap relating to bonus payments.

Whilst we operate a fair job evaluation scheme and treat all applicants fairly, as an industrial Fluid Management business, we find that we largely attract male applicants.

Quaker Houghton recognise that there is some work to do in addressing our gender pay gap and, we are committed to ensuring that we continue to live by the principles of equal pay for equal work. We are doing this by the development of a global ERG for Women and, a Women's leadership development programme which was launched in 2022.

We commit to take the following actions to address our pay gap:

- Regular analysis and monitoring of pay and bonus awards
- Look at initiatives to attract more Women into our business
- Review our initiatives that promote diversity and inclusion in the workplace in order to raise awareness within our business

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