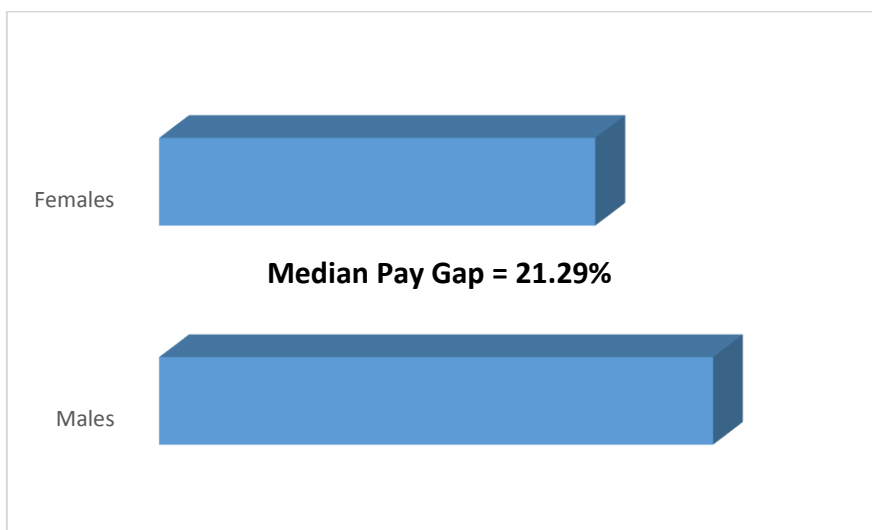
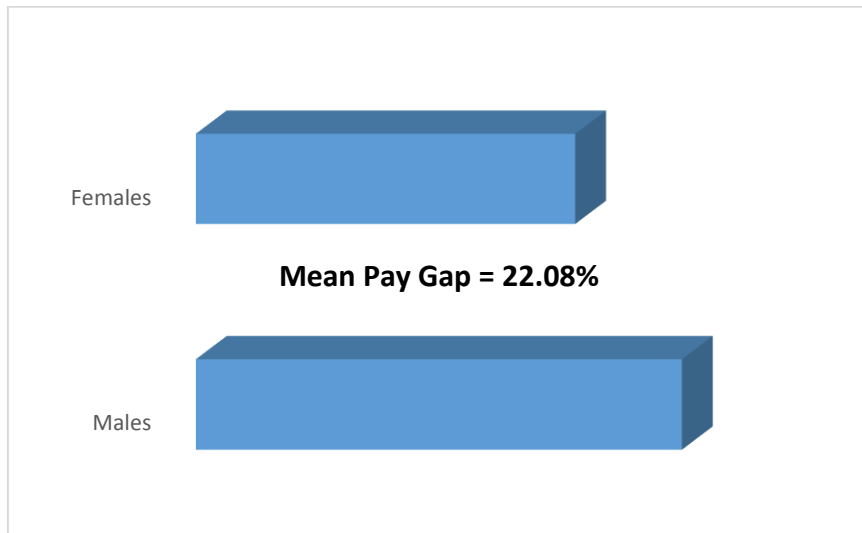


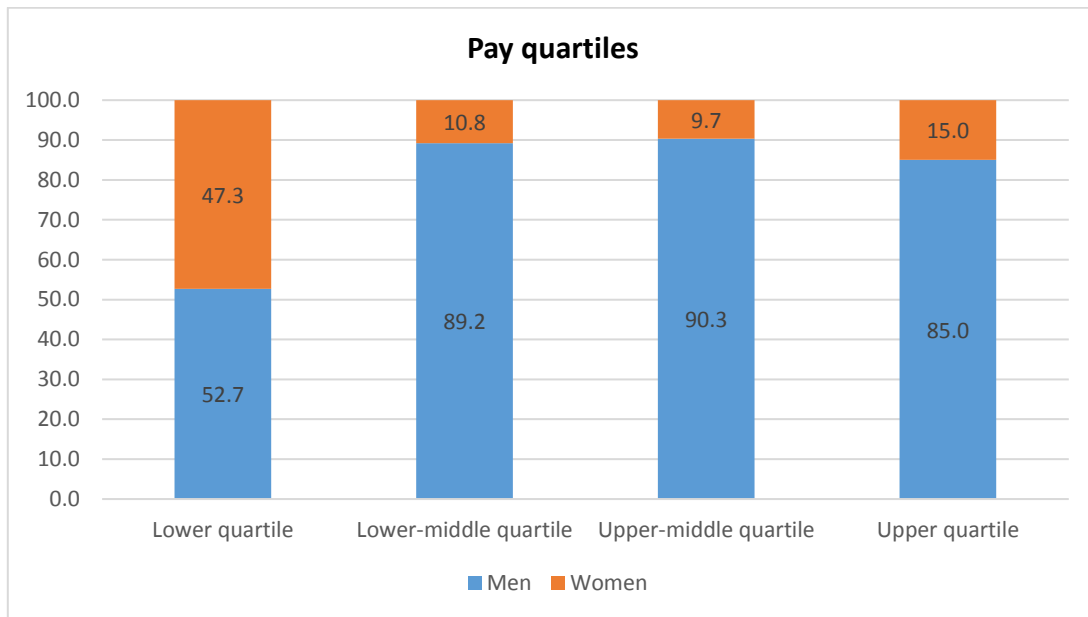
## Gender Pay Gap – Sun Chemical UK

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 18.1%.

The UK government has introduced a requirement on all UK employers to publish their gender pay gap by April 2018. The government reporting rules require us to identify differences in pay between male and female colleagues across the entire workforce regardless of job role. The calculations below align to the government requirements:

### Sun Chemical’s gender pay gap results as at April 2017





The chart above ranks colleagues pay from lowest to highest and then divides it into four equal groups with the first group (lower quartile) being the lowest paid.

### Bonus Pay

Every colleague within Sun Chemical has a part to play in contributing to Sun Chemical’s success and we believe that it is important that everyone is rewarded fairly for the performance of our business.

