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Imerys Minerals Ltd Gender Pay Gap Report

2023-2024



IMERYS

Gender Pay Gap Reporting

OVERVIEW

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

Gender pay gap data measures the difference between the average earnings of all male and female employees regardless of their role or seniority.

Our snapshot date is the 5 April each year. The calculation is made using the method set out by UK legislation, taking the wages of all our employees (including full-time, part-time and casual workers) and expressing it as a percentage for both the mean and the median.



The mean pay gap is the difference in what males and females receive. It is calculated by comparing the average paid to males with the average paid to females.

The median pay gap is the difference between the midpoints (middle value) in the ranges of males and females' pay. It is calculated by ordering employees from those paid the lowest, to those paid the most. It then compares the pay of the middle person in the female line, with the pay of the middle person in the male line.

2024 Gender Pay Gap

	2024	2023	2022
Mean	3.38%	6.42%	11.30%
Median	6.55%	9.92%	10.37%



We are pleased to have reduced our gender pay gap for the third consecutive year. This demonstrates the continued focus and effort Imerys places on achieving pay equality

These figures have been calculated using the rules set out in UK legislation and include all elements of ordinary pay (salary figures used are reduced by salary sacrifice deductions)

ANALYSING OUR RESULTS

Given the nature of Imerys' operations, a large proportion of manual roles attract a shift allowance. These roles are disproportionately held by males.

Analysis of pay without this premium indicates that, on the whole, female workers are paid slightly more than their male counterparts.

Our Gender Pay gap if we removed the impact of Salary Sacrifice

	Without Salary Sacrifice	Without Salary Sacrifice AND Shift Pay
Mean	2.16%	-4.53%
Median	6.87%	-7.09%



Our Gender Pay Gap excluding shift pay allowances

	2024	2023	2022
Mean	-4.48%	-1.38%	4.76%
Median	-7.90%	-5.72%	-5.11%



Salary Sacrifice Schemes, such as pensions, cycle2work and company cars are available to Imerys employees. These schemes directly influence our statutory

Gender pay gap figures by lowering the reported salaries of participating employees. These schemes creates a misleading impression when included in the gender pay gap.

2024 Bonus Pay Gap

	2024	2023	
Mean	24.37%	3.79%	
Median	16.27%	-349.89%*	

These figures are calculated in line with UK Statutory requirements. Bonus pay includes; Performance, Incentive & Productivity Bonuses and awards, Profit Sharing and Long Service Awards (Bonuses are reduced by bonus sacrifice if applicable)


The widening of the bonus gap this year is, in part, due to the bonus sacrifice. This scheme affects the statutory bonus pay gap calculation and hinders a like-for-like comparison with previous years due to employees volunteering to sacrifice varying amounts

** The previous years bonus gap included a large number of Long Service Awards to male employees which significantly skewed the median figure*

ANALYSING OUR RESULTS

Our overall bonus gap is affected by long services and recognition awards, which are distributed equally. To focus on our compensation, we've analysed annual bonuses separately.

Initially, male bonuses were higher. However employees could sacrifice bonuses for pensions, significantly altering the bonus gap figures.

Bonus Gap on Annual Bonus Payments			
	2024	2023	
Mean	44.45%	43.21%	
Median	16.33%	10.31%	

Our Bonus Pay gap if we removed the impact of Bonus Sacrifice

	Statutory Calculation excluding Bonus Sacrifice	Annual Bonuses excluding Bonus Sacrifice	
Mean	8.11%	29.66%	
Median	0.00%	11.32%	

Discounting bonus sacrifices provides a more accurate and equitable view of bonus pay linked to compensation within our Company.

Annual performance bonuses were awarded to 113 male employees (14.11% of male headcount) and 31 female employees (24.8% of female employees).

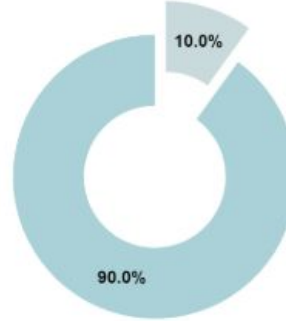
Male bonuses remain higher which historically is linked to our industry and our long serving male employees.

Pay Quartiles

Lower



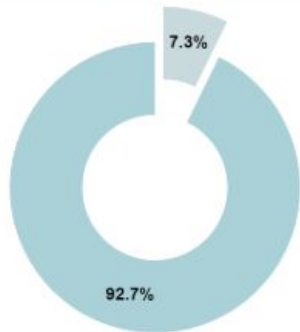
Lower Middle



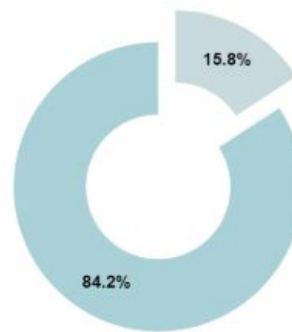
The percentage in the lower quartile has decreased by 4% to 21.27% (47 of 221 total employees in that quartile) from 25.86 (60 of 232), showing a more even and fairer spread of both genders across the quartiles

In addition, the percentage of women in the upper quartile has increased by 1% to 15.84% (35 of 221 total employees in that quartile) compared to 14.72% (34 of 231)

Upper Middle



Upper

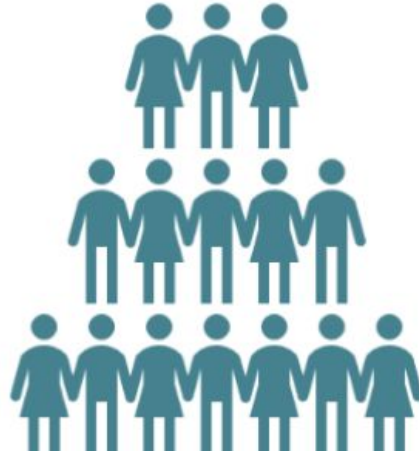


The number of female employees in the top 50 earners is 14% (7) this year, which is marginally higher than the proportion of female employees across the organisation of 13.59%

All the data points to Imerys' commitment to pay equality

These charts show the proportion of men and women in each pay quartile

Male Female



* Full Pay Relevant Employees - employees who, during the month including the snapshot date of 5 April 2024, were employed and received their normal salary without deductions such as unpaid leave

Thank you for taking the time to review our report!

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Our Values | People

**Every person
matters**

Creating a safe, healthy, and
inclusive environment

Our Values | Customer

**Partner
of choice**

Helping our customers solve
tomorrow's challenges

Our Values | Collaboration

**One team
together**

Collaborating for better
results

Our Values | Performance

**Strive for
better**

Continuously learning,
improving, and innovating

Our Values | Sustainability

**Enablers of
tomorrow**

Protecting the planet and the
future through our actions