

Gender Pay Gap Report - 2023



SAFETY



CARE



INCLUSIVITY



ENVIRONMENT



NEW IDEAS



CUSTOMERS



EXCELLENCE

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Overview

Welcome

Here at Tata Chemicals Europe we are continuing on our journey to put diversity and inclusion at the heart of all we do. We believe that gender pay equality helps to build a fair and inclusive society and are proud of our record in this important area.

As a traditionally male industry, and despite our demographics, we are proud that so many of our crucially important roles are held by female employees, in fact 57% of our female employees are in management roles.

In 2023 we were delighted to celebrate our 150th anniversary of soda ash production in Cheshire and our historical archives showing our female workers through the years have made us even more mindful of the monumental journey which women in the workplace have been on.

This year saw the creation of the TCE Inclusivity Forum, a group of employees who have volunteered from across all areas of the business to continue with our drive for improvements and initiatives in E,D&I at TCE. Our focus is on ensuring a workplace where all employees feel free to be themselves and know they will be treated with respect and valued for their contribution.

Our Community

To commemorate our 150th Anniversary, last year we saw the launch of our TCE Community Fund which looks to provide some financial help for local good causes. We have been able to offer support to at least 10 great organisations, including those that specifically support females and their families.

It was great this year to have sponsored the Team of the Year in the Mid Cheshire Education Awards. We were also delighted to provide some ongoing support to an organisation called Passion for Learning, who provide great learning and fun opportunities for children who may otherwise miss out. As well as sponsoring one of their Enrichment Clubs we also got involved in their annual Career Carnival which was attended by over 300 children.

Being involved in schools from primary age is a particularly great route for us to interact in STEM subjects with young children. We also know that the employees who support these activities gain a sense of fulfilment from getting involved, so it's very rewarding for everyone.

Support and Growth

This year we were delighted to invite back an expert on menopause to speak to our (primarily male) training day sessions out on plant. The sessions were very well received and complimented other supportive awareness sessions which we run every year.

We are proud to have been invited to be part of the judging panel for the Young Enterprise awards again this year. We have also supported A-Level students with sustainability projects from local colleges, allowing them to visit our site and gain some knowledge on how our Carbon Capture plant supports us on our journey to net zero emissions.

It was great to be nominated for an award for the work we have done on E,D&I by the Women Leaders Association. This global network supports and inspires women to step into their leadership potential and we have enlisted their support for some of our female leaders to support them in their own journey.

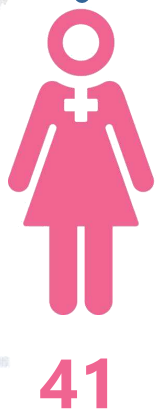
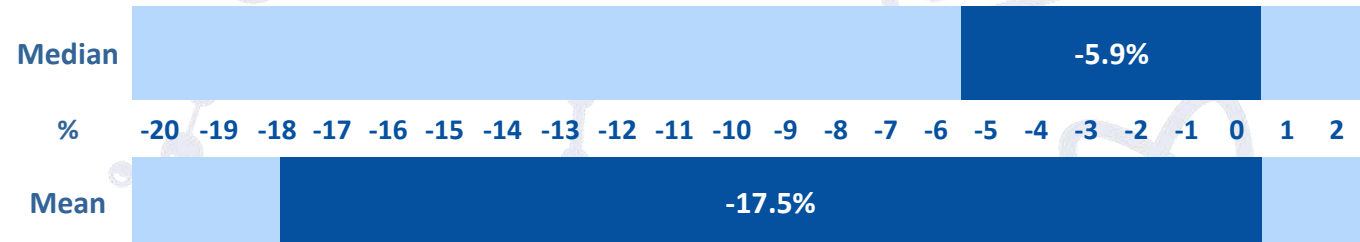


Karen Lounds
Business Services Director



Mean & Median - Gender Pay Gap

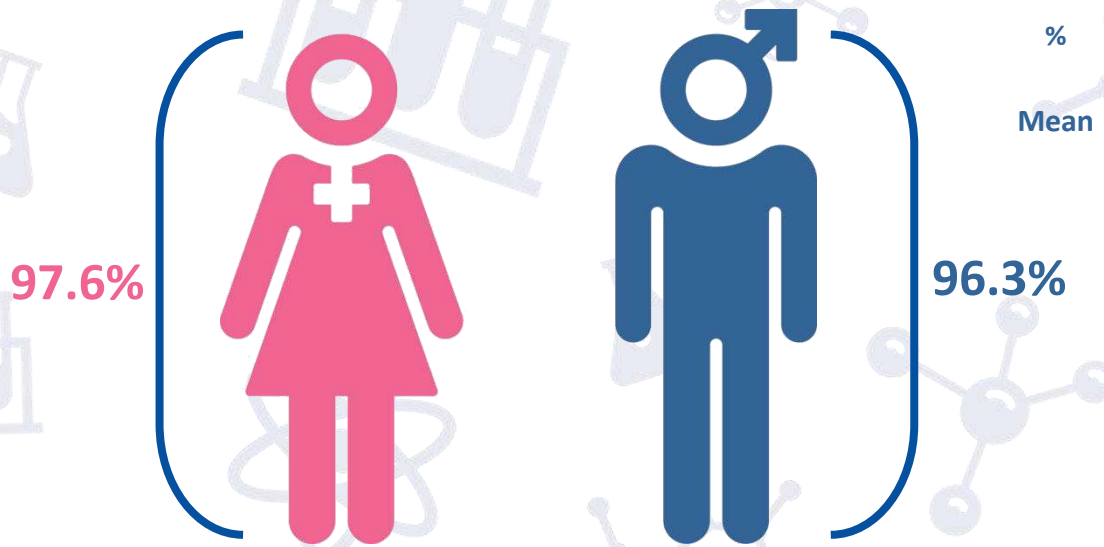
Mean and Median Gender Pay Gap 2023



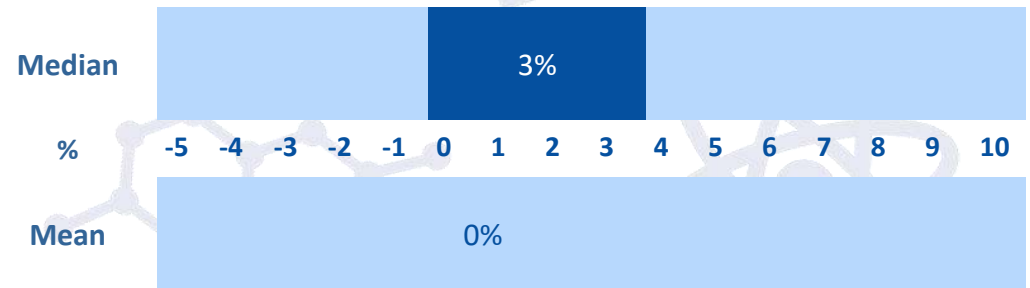
The TCE mean and median pay gap favour our female employees by -17.5% and -5.9% respectively.

Bonus Pay Gap

TCE proportion of male and female employees receiving bonus in the period 1st May 2022—30th April 2023



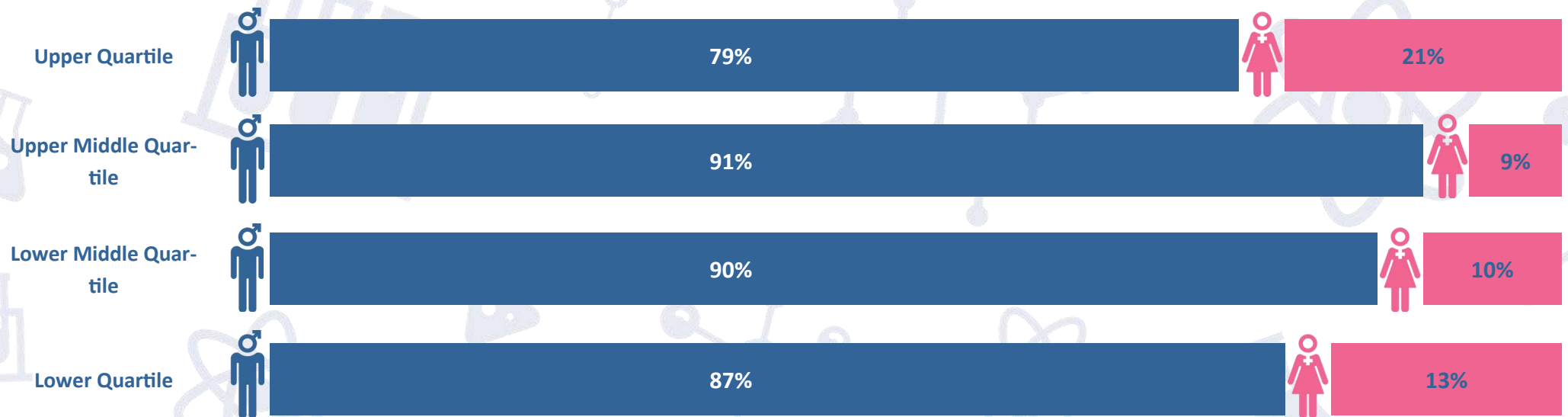
Mean and Median Bonus Pay Gap 1st May 2022 - 30th April 2023



There are 320 relevant employees at the snapshot date included in the bonus pay gap calculations.

Proportion of Males & Females Per Pay Quartile

% of female employees in each pay quartile at TCE compared to % of men in each pay quartile at TCE.



The Upper Quartile numbers for females has increased by 1%

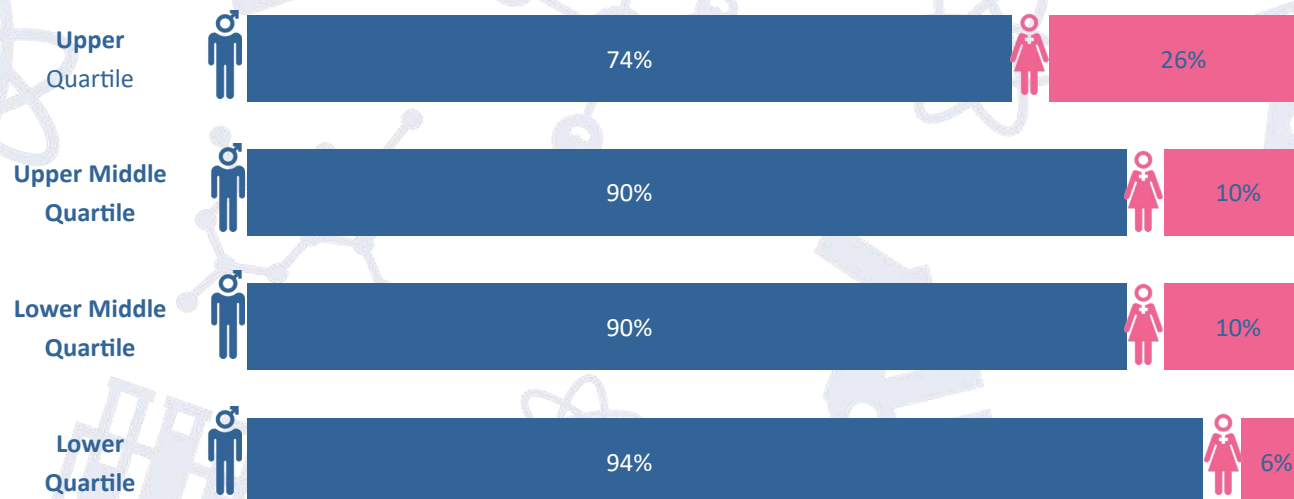
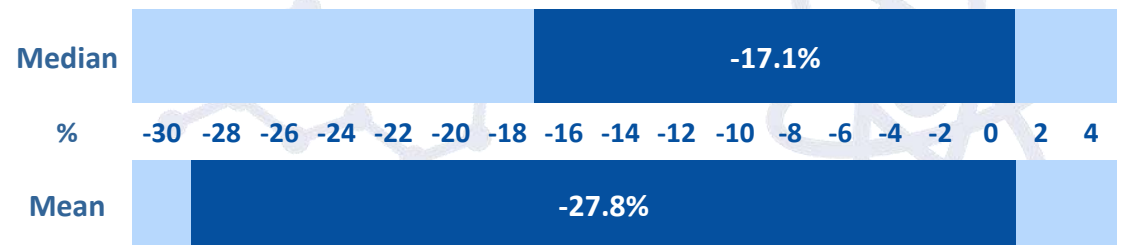
The Upper Middle Quartile and the Lower Middle Quartile figures have remained static

The Lower Quartile numbers for females has reduced by 2%

A Broader View

In our organisation where shift working is a large part of our plant based roles due to the 24/7/365 nature of our operations, the out-of-hours working allowances skew the data to show, at first glance, a more favourable picture towards male workers. When these allowances are removed, the picture changes quite dramatically.

Mean and Median Gender Pay Gap (excluding shift allowance & out of



Breaking Barriers

We welcomed Ruth Watt to TCE in 2023 as Head of Production of our Soda Ash plant in Northwich. Ruth has ten key reports and oversees a total workforce of 70 employees.

We asked Ruth about her career journey and what she had learned along the way.

“At school I was good at maths and science and always enjoyed learning about how things worked, living in Cheshire being surrounded by lots of industry actually fed my curiosity even more. So this led me on the path to take a degree in Mechanical Engineering at Liverpool University where I also gained my Masters. My first role was as an Engineer on a chemical plant. My career then progressed through to mechanical engineering until I was approached and asked to move into a production-based role which led me to become a Plant Manager. After gaining experience of running several plants, the opportunity came up to join TCE.

My role here at TCE is always challenging and the most rewarding aspect of it is the variety, there is always something different happening, a new problem to solve and no two days are ever the same. I’m responsible for lots of people in production and so ensuring their safety on the plant is paramount and I very much enjoy facilitating the development of my team. Working with a group of people who pull together to achieve so much makes me very proud and it’s one of the most rewarding parts of the job. It’s certainly never boring.

I guess you could say that with regard to my role, I’m a woman in a man’s world and have been since I was 18 years old. Having said that I’m happy that I’ve seen things change massively over that time. I have experienced some sexist comments and some chauvinism over the years, but it’s been in the minority and I have always felt confident enough to call out bad behaviour. I acknowledge the women who have gone before me and all that they have done and sacrificed to try and change things for the better. As the generations go on I hope that the improvement continues and I like to think that I may have played some small part in this. I’m passionate about wanting to make things better – women before me have paved the way and have tried to make improvements and I’m hopeful that every generation to come will take that further.

I would totally recommend this career path for other women – it’s certainly a male dominated industry at the moment but that’s not a reason for women not to consider it and I also I know that the men who work for me would love to have more female peers.”

Ruth Watt

Head of Production



Publishing Requirements & Definitions

Definitions

Pay includes basic pay, paid leave, maternity pay, sick pay, area allowances, shift premium pay, bonus pay and other pay (including car allowance paid through the payroll, on call and standby allowances, clothing, or first aider allowances).

It does not include payments from a different pay period, overtime pay, expenses, the value of salary sacrifice schemes, benefits in kind, redundancy pay, arrears of pay and tax credits.

Calculations of hourly pay rate is: $(A*B)/C$

A= Pay i.e. pro rata bonus + April's ordinary pay, not including overtime)

B= Multiplier i.e. 7 days in week/30.44 days in month

C= Employees actual weekly working hours (e.g.37.5)

Publishing requirements

- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males receiving bonus payment
- The proportion of females receiving bonus payment
- The proportion of males and females in each quartile pay band