

## Vesuvius UK Limited

### Gender Pay Gap Report 2017

At Vesuvius, we believe that the dedication and professionalism of our people is the most significant contributor to our success. Having a balance of cultures, ethnicities and genders helps to promote innovation and creativity, and the diversity of our employees is one of the core strengths of the Group.

Vesuvius is committed to providing equality of opportunity in all areas of human resources, whether in recruitment and selection, promotion or training and development. Vesuvius supports equal pay for equal work, which is underpinned by our global job evaluation framework.

Gender Pay legislation requires UK employers with 250 or more employees to publish statistics to show the “pay gap” between male and female employees. The information below summarises the data for Vesuvius UK Ltd as at 5 April 2017. On this date Vesuvius UK Ltd had 314 employees.

#### Gender Pay Gap

|                | Mean* | Median** |
|----------------|-------|----------|
| Gender Pay Gap | 15.6% | 8.4%     |

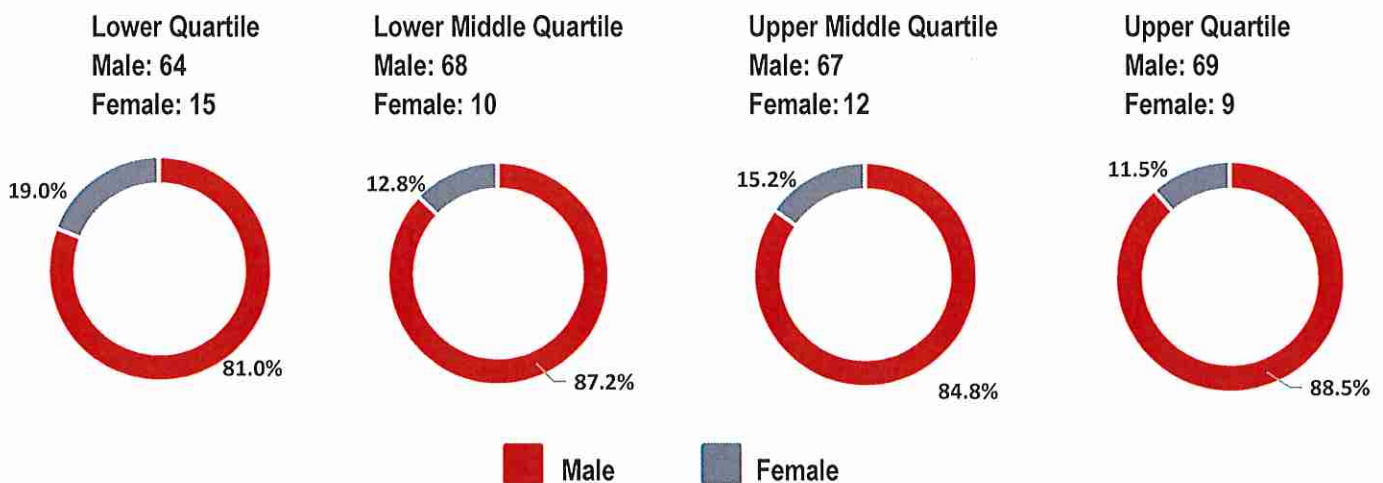
\* *Mean* – a comparison of the average pay for a woman and the average pay for a man

\*\* *Median* – a comparison of the “middle pay” for a woman if all pay amounts were sorted from low to high and similarly the “middle pay” for a man.

Vesuvius UK Ltd has mean gender pay gap of 15.6% and a median gender pay gap of 8.4%, which is significantly lower than the current national median of 18.1% cited by the Office of National Statistics.

#### Pay Quartiles - Proportion of male and female employees according to quartile pay bands

The quartile analysis below shows the proportion of men and women in each of our pay quartiles. Women are under-represented at Vesuvius UK Ltd, reflecting the situation in our industry more generally.



### Bonus Pay Gap – based on the 12 months preceding 5 April 2017

|                  | Mean* | Median** |
|------------------|-------|----------|
| Gender Bonus Gap | 28.7% | 54.0%    |

\* *Mean* – a comparison of the average bonus for a woman and the average bonus for a man

\*\* *Median* – a comparison of the “middle pay” for a woman if all pay amounts were sorted from low to high and similarly the “middle pay” for a man.

### Proportion of Employees receiving a 2016 Bonus



The majority of employees at Vesuvius UK Ltd do not receive a bonus, but for those that do, the mean bonus gap is 28.7% and the median bonus gap is 54%. This reflects the fact that there are fewer women than men in the most senior roles.

### Reducing Our Gender Pay Gap

As a Group, Vesuvius is committed to maintaining fair gender pay balance and recognises that, in line with other companies of our size and nature, we have unbalanced gender representation. We are seeking to address this as part of our wider commitment to diversity, by:

- Attracting more female talent into the organisation, including our senior management and supporting the development of our existing talent pool to facilitate upward progression
- Offering fair and equitable remuneration and reward - this will continue to be a fundamental element of all of our policies and procedures
- Educating our leaders through Unconscious Bias Awareness Training for managers and HR professionals.

(Signed)

**Michael Satterthwaite**  
Finance Director, Vesuvius UK Ltd

(Signed)

**Sharon Wood**  
UK HR Manager