

GENDER PAY GAP REPORT
Sika Limited

Company overview and commitment

Sika is a speciality chemicals company with a leading position in the development and production of systems and products for bonding, sealing, damping, reinforcing and protecting in the building sector and automotive industry.

At Sika we believe in diversity and inclusion and the positive impact this has on our business. This belief is underpinned by two of our core values – sustainability & integrity and empowerment & respect.

Gender Pay Gap Reporting

Gender pay gap reporting 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. The gender pay gap is not about equal pay but is the difference in the average pay and bonuses between all men and all women across our business.

Gender Pay Gap Figures

All figures in this report relate to a snapshot date of 5 April 2019 and use the standard methodologies for calculating the gender pay gap as set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

	Mean	Median
Gender Pay Gap	27.84%	27.51%
Gender Bonus Gap	57.74%	29.74%

Proportion of employees receiving a bonus:



Proportion of male and female employees in each quartile:

Pay Quartile	Male	Female
Upper	75.65%	24.35%
Upper Middle	75.65%	24.35%
Lower Middle	76.32%	23.68%
Lower	76.32%	23.68%

The % of both men and women appear lower this year as having received bonus, but this is driven by more new starters with later start dates in the year and so not eligible to bonus this year but will be captured in the following year.

SIKA LIMITED

PAGES 2-2
GENDER PAY GAP REPORT

Why we have a Gender Pay Gap

Through a practice of job evaluation, benchmarking and regular reviews, Sika is confident that men and women are paid equally for equivalent work carried out across the company.

Our mean pay gap at 27.84% and our median pay gap at 27.51% are high compared to the UK average, The main reasons for this gap being:

- We currently employ fewer women than men (females account for 24% of the total workforce at the snapshot date)
- We currently have fewer women than men in senior roles (and senior roles attract higher salaries)

We find this to be reflective of the construction industry in general, with Sika's Gender Pay Gap reducing year on year.

How we are addressing the Gender Pay Gap

We are confident that our pay and bonus gaps are based on the distribution of men and women across the different levels of our business and not attributed to our pay policies. It is by tracking that distribution and increasing the number of women in our business that we can further close our gender pay gap.

We see a future for women in the construction industry and we are keen to assist with that progression:

- We aim to recruit from the widest possible talent pool and are committed to the principle of equal opportunities
- We aim for strong employee retention, promote flexible working and enhance family friendly policies
- We support all employees with their development needs and invest greatly in bespoke management and leadership training to develop, both, current and future managers
- We continue to monitor key gender ratios in recruitment, development and turnover

Declaration

I confirm that the information and data provided in this report is accurate and have been produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signature



Name
Position

Dragan Maksimovic
General Manager

Signature



Miles Garrod
Head of Finance and IT

SIKA LIMITED

Head Office - Watchmead - Welwyn Garden City - Hertfordshire - AL7 1BQ - United Kingdom

Phone: +44 1 707 394444 - Fax: +44 1 707 329129 - www.sika.co.uk - Registered in England: Number 226822