

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 2022 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	16.68%	21.67%
Gender Bonus Gap	40.21%	44.05%

Proportion of employees receiving a bonus:



The % of both men and women receiving bonus is lower than in previous years due to a restructure of the bonus plan, with salaries adjusted for those who are no longer eligible to recognise this.

Proportion of male and female employees in each quartile:

Pay Quartile	Male	Female
Upper	85.83%	14.17%
Upper Middle	81.51%	18.49%
Lower Middle	66.67%	33.33%
Lower	64.17%	35.83%

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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 16.68% and our median pay gap at 21.67% has improved over last year. The main reasons for this gap being:

- We currently employ fewer women than men (females account for 26.12% of the total workforce at the snapshot date, a decrease from last year)
- 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 striving to attract more women into 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, equality, and diversity
- We aim for strong employee retention, promote flexible & hybrid 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 Tom Forsyth
Position General Manager

Signature



Name Miles Garrod
Position Chief Financial Officer UK

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