

UK Gender Pay Gap 2024



Since 2017, employers in the UK with 250 or more employees have been mandated to publish annual calculations demonstrating the pay gap between male and female employees. This report outlines the differences in average earnings between male and female employees at Innospec Limited, based on payroll data from the 12 months preceding the snapshot date of April 5, 2024.



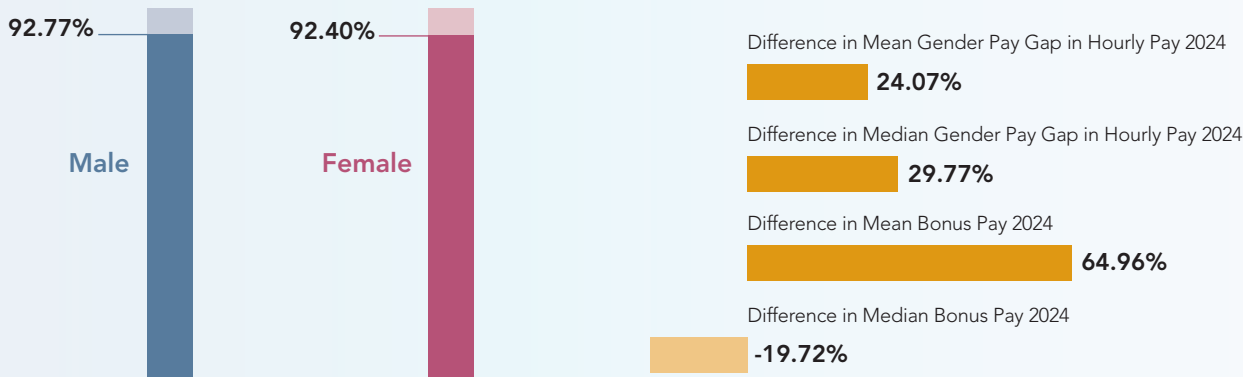
2024 Gender Pay Gap Analysis

Commitment to Fair Compensation

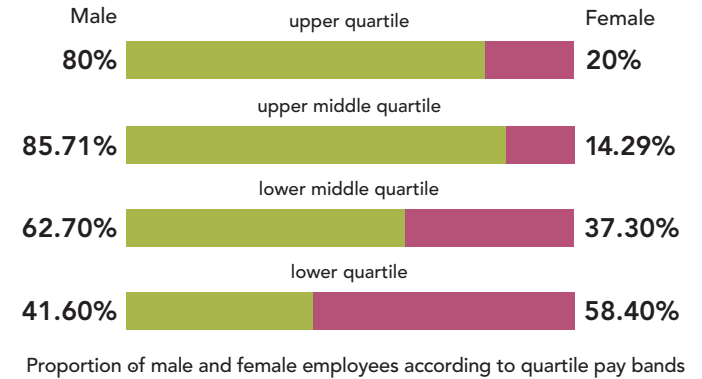
Innospec is dedicated to ensuring equitable and competitive compensation across all employee groups. We conduct annual external salary benchmarking to align our payroll practices with industry standards. Our policy ensures that individuals in similar roles receive comparable pay, irrespective of gender.

In 2024, we recorded a 4.1% improvement in our Mean Gender Pay Gap Hourly Pay, which represents the lowest recorded gap since we began our reporting in 2017. This in turn highlights an improvement in the Median Gender Pay Gap in Hourly Pay of 0.51%. Nevertheless, we recognize the ongoing discrepancies in earnings between male and female employees.

Encouragingly, over 92% of both male and female employees received a bonus in 2024, reflecting our commitment to rewarding employee performance. The bonus scheme is designed to be accessible to all eligible individuals based on tenure and performance criteria.



Proportion of male and female employees receiving bonus pay



It is important to note that our UK-based executive team is predominantly male, resulting in a high Mean Bonus Pay Gap of 64.96%. However, this figure is influenced by outliers in the dataset.

While our findings show a gender pay gap among employees, we believe this mirrors broader trends within the manufacturing sector rather than indicative of bias within our organization. Innospec is committed to fostering fair and inclusive practices across all operations to ensure equality, irrespective of gender or other protected characteristics.



Aligning our policies and actions to our inclusive values

Workforce Review and Culture Development

In 2024, in collaboration with an external global expert, we conducted a detailed analysis of our internal practices and workforce profile. This collaboration is part of a broader effort to refine our people strategy, ensure alignment with industry best practices and strengthen our working environment. These efforts will continue throughout 2025 as we work to build a culture where all employees have equal opportunity to thrive.

Our broader strategy is not limited to addressing our gender pay gap. We aim to create a positive workplace culture where individuals feel valued, supported and empowered to contribute fully in their roles at Innospec.

Future Plans and Commitment

We will conduct a comprehensive evaluation of our existing policies and practices, instigating proactive measures that promote meaningful change and align our actions with our inclusive values. While immediate resolution of the gender pay gap is not anticipated, we remain steadfast in our commitment to achieve substantial progress over time.

Innospec Limited is dedicated to continuing its journey toward gender pay equity and fostering an environment where every employee can thrive. We will persist in our efforts to enhance our practices, ensuring an equitable workplace for all.

Innospec Limited (UK)

Employed snapshot date of April 5 2024

519
individuals

67.05% men

32.95% women



Ian Cleminson
Executive Vice President
and Chief Financial Officer

Jo Catleugh
Head of HR

For and on behalf of Innospec Limited
April 2025

Company Overview

Innospec Inc employs **2442 people across 22 countries** with operational locations in the Americas, Europe, the Middle East, Africa, and the Asia Pacific region. In 2024, **56% of our employees have been with us for over five years**, and **34% have been with the company for over ten years globally**.

