

## Introduction

Gender Pay reporting legislation states that UK employers, with 250 or more employees, are required to publish annual statutory calculations showing the pay gap between male and female employees. Gender pay gap is not the same as equal pay. Equal pay ensures males and females receive the same pay for carrying out the same or equivalent work. The gender pay gap looks at the difference between the average male and the average female in the company, regardless of their role.

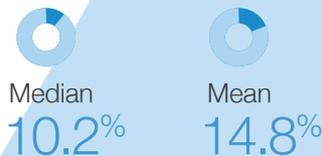
## Company overview

Zotefoams plc is a world leader in cellular materials technology. Utilising a variety of unique manufacturing processes, including environmentally friendly nitrogen expansion for lightweight AZOTE® polyolefin and ZOTEK® high-performance foams, Zotefoams sells to diverse markets worldwide. Zotefoams uses its own cellular materials to manufacture T-FIT® advanced insulation for demanding industrial markets. In addition, Zotefoams owns and licenses patented MuCell® microcellular

foam technology, developed specifically for extrusion applications, from a base in Massachusetts, USA, to customers worldwide. Zotefoams is headquartered in Croydon, UK, with additional manufacturing sites in Kentucky and Oklahoma, USA (foam products manufacture and conversion), Massachusetts, USA (MuCell Extrusion) and Jiangsu Province, China (T-FIT). A third foam manufacturing site in Poland is planned to begin operations in 2020.

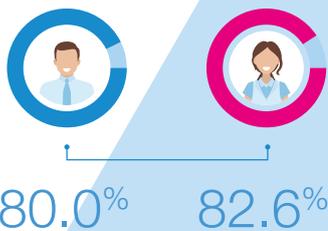
## Gender Pay Gap figures

### Pay Gap Between males and females



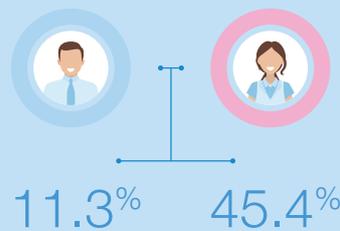
The above figures show the difference between the average hourly rate of pay for all females is 10.2% lower than all males (2017: 11%). The difference in average pay at Zotefoams is largely due to more men being in senior, higher paid roles. For purposes of comparison, the UK's national median gender pay gap is 17.9%<sup>1</sup>.

### Percentage of the workforce that received a bonus



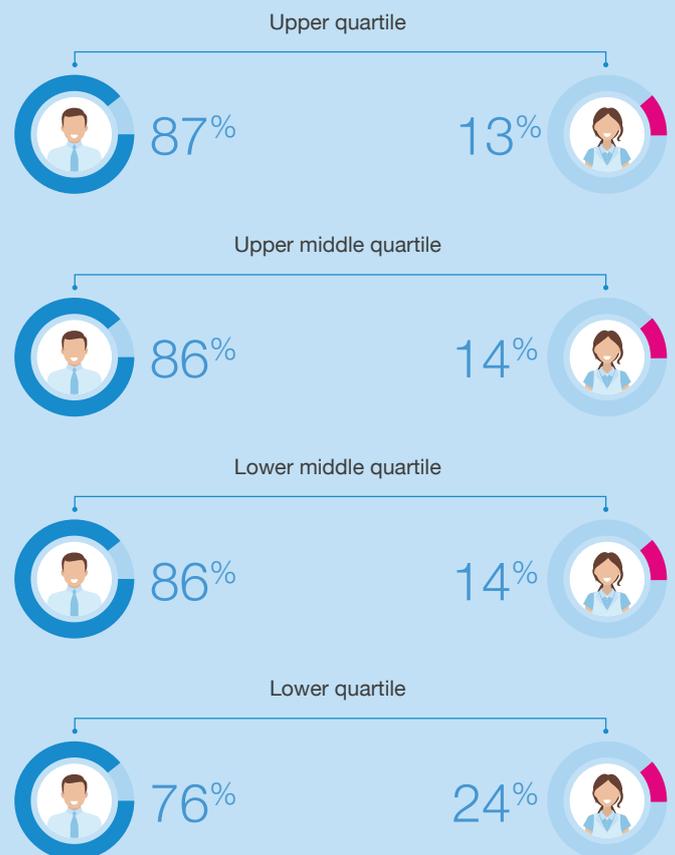
All employees, regardless of gender, are eligible for the Zotefoams bonus scheme. The figures shown reflect the levels of recruitment during the year, with higher numbers of new male employees than new female employees not yet eligible for a bonus on 5 April 2018.

### Difference in bonus pay that received a bonus



This represents the percentage by which women's bonus pay is lower than men's. The bonus gap difference is largely due to more men being in senior, higher paid roles and a higher bonus payout following a successful year for the company. The Zotefoams staff bonus scheme is based on a percentage of salary and is the same for males and females.

### Gender distribution across four equally-sized pay quartiles



<sup>1</sup> Office for National Statistics; Gender pay gap in the UK: 2018, release date 25 October 2018

We value the contribution of the women already in our business and are committed to advancing women within the workplace. Building a gender-diverse workforce in a company that is a manufacturer with a strong engineering bias is a challenge but we can demonstrate progress this year, with more women in the upper pay quartile and fewer in the lower quartile than in the preceding year.

Zotefoams is committed to being an equal opportunities employer. We continue to recruit from the widest possible talent pool through apprenticeships, intern and graduate schemes, as well as offer flexible working opportunities.

I confirm that the gender pay gap data in this report is accurate and has been produced in accordance with the regulations.

**Gary McGrath**  
Group CFO, Zotefoams plc