

Introduction

Gender Pay reporting legislation states 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 average female in the company, regardless of their role.

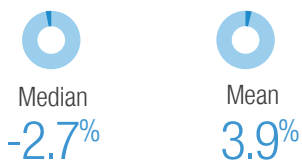
Company overview

Zotefoams plc is an established company supplying leading technology products to a broad range of manufacturing clients world-wide. Our UK HQ, based in Croydon on the Surrey / London borders, supports a global operation with subsidiaries in the USA and Asia. Using a unique manufacturing process

with environmentally friendly nitrogen gas expansion, Zotefoams produces lightweight technical foams in the UK and USA for diverse markets worldwide. It also owns and licenses patented microcellular foams technology, from a USA base, to customers worldwide and sells T-FIT® technical insulation.

Gender Pay Gap figures

Average hourly rate comparison

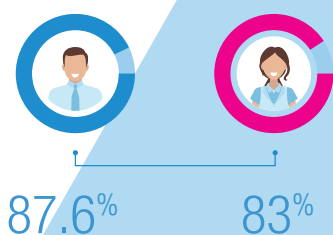


The above figures show the difference between the average hourly rate of pay of all females compared to all males at Zotefoams. The mean average pay for all females is 3.88% lower than all males. The difference in average pay at Zotefoams is largely due to more males being in senior, higher paid roles.

For comparison purposes please note that UK's gender pay gap among all employees is **17.3%** (Office for National Statistics, Gender Pay Gap in the UK: 2019, release date 29th October 2019).

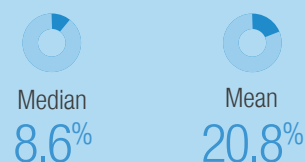
Bonus comparison

Percentage of the workforce who received a bonus:



All employees, regardless of gender, are eligible for the Zotefoams bonus scheme. The gap shown merely represents the fact that, of new employees not yet eligible for a bonus on the 5th April 2019, a higher proportion of those were females.

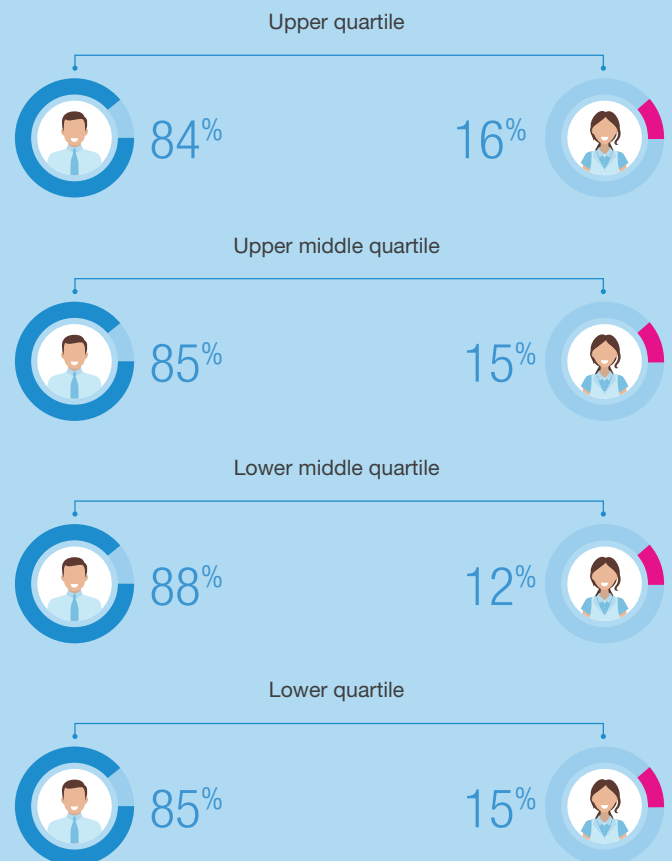
Bonus Gap between males and females:



The bonus gap difference is largely due to more men being in senior, higher paid, roles. The Zotefoams staff bonus scheme is based on a percentage of salary and is the same for males and females.

*Based on the snapshot date of 5th April 2019.

Gender distribution across four equally-sized pay quartiles:



We see a future for women in our business and we are committed to advancing women within the workplace. However, building a gender-diverse workforce, in a manufacturing company with a strong engineering bias, is a challenge. We will continue our commitment to be an equal opportunities employer and are recruiting from the widest possible talent pool through apprenticeships, intern and graduate schemes, as well as offering 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.

Jill Breingan
HR Director
Zotefoams plc