



ZOTEFOAMS

Gender Pay Gap Figures as of 5th April 2024 v 5th April 2023.

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 average female in the company, regardless of their role.

Company overview

Zotefoams plc is committed to delivering optimal material solutions for the benefit of society. We are an award-winning global supplier of advanced foams that save weight and fuel in cars, trains and aircraft, save energy by insulating, and provide protection for people and goods. Our unique manufacturing process – invented over 100 years ago – creates a real competitive advantage, producing materials that are purer, lighter and more durable than alternatives, and making Zotefoams the supplier of choice to many global brands. Zotefoams is also a pioneer in microcellular foam technology and foamed materials for greener plastic products, notably in consumer packaging. Headquartered in Croydon, UK, Zotefoams has subsidiaries in the USA, Asia and Continental Europe.

Pay Gap between males and females.

Average hourly rate comparison

	2022	2023	
Median	-10.43%	-3.11%	[median female paid more than median male]
Mean	10.98%	12.80%	[mean pay of females lower than mean of males]

The above figures show the difference between the average hourly rates of pay of all females compared to all males at Zotefoams. The median pay gap reduced to -3.11% and is due to the ending of a pay freeze period for a significant number of production shift operators who had been identified as above the pay band. These were all male shift employees who carry a shift premium. The mean average pay for all females is 12.80% lower than all males. The slight increase in the gap against 2022 is attributed both to production shift workers pay as above, and 2023 executive pay reviews, where both groups are male employees. Zotefoams' performance is still tracking better than the national gender pay gap in the UK, which is 14.3% for all employees. Zotefoams is committed to continue recruiting female talent and close the pay gap further where opportunity allows.

For comparison purposes, it is important to note the following from the office of national statistics. In 2023, the gap among full-time employees increased to 7.7%, up from 7.6% in 2022. This is still below the gap of 9.0% before the coronavirus (COVID-19) pandemic in 2019. Among all employees, the gender pay gap decreased to 14.3% in 2023, from 14.4% in 2022, and is still below the levels seen in 2019 (17.4%)."

*(Office for National Statistics, Gender Pay Gap in the UK: 2023, release date 1st November 2023).



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Bonus comparison

% of the workforce that received a bonus

	2022	2023
Men	9.20%	92.37%
Women	4.84%	86.57%

All employees are eligible for the Zotefoams profit share scheme, with the exception of what the company defines as tier 1 and 2 senior managers, and the executive team, who are eligible for a discretionary bonus scheme. The discretionary bonus scheme is based on both company financial and personal objectives achievement. The 2023 bonus was paid to all eligible employees based on the aforementioned. The increase in 2023 vs. 2022 is attributed to financial targets not paying out in 2022 (for targets related to the 2021 financial year) and therefore tier 1 and 2 and executive team received bonus based on personal objectives only.

Bonus gap between males and females

	2022	2023
Median	-15.74%	1.42%
Mean	53.72%	47.33%

The mean average bonus pay gap decreased by 6.39% to 47.33% in 2023, compared to 2022, due to bonuses being awarded to all eligible employees as the profit share scheme paid out in full in 2023 for the 2022 performance year. This figure still shows a significant gap, which is due to the UK discretionary bonus scheme management team being 81% male. The profit share scheme bonus is paid including shift allowance, which is predominantly male employees.

Gender distribution across four equally sized pay quartiles*

Quartile	Men 2022	Women 2022	Men 2023	Women 2023
Upper	86.08%	13.92%	81.71%	18.29%
Upper Middle	76.25%	23.75%	73.17%	26.83%
Lower Middle	78.75%	21.25%	82.93%	17.07%
Lower	81.25%	18.75%	80.49%	19.51%

*Based on the snapshot of 5th April 2023.

Zotefoams will continue to make female talent attraction, engagement and retention a priority at all levels in our business. Our blended working approach supports gender and diversity opportunities, and our Female Forum will further allow us to look at female matters at policy level. We are an equal opportunities employer; we recruit from the widest possible talent pool through targeted recruitment strategies and early entry talent schemes and are actively focussing on improving gender balance through these schemes.



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Error in prior year numbers

This report also includes a correction for Gender Pay Gap figures as of 5th April 2023 vs. 5th April 2022, relating to the previous year's numbers, where a formula error was identified that resulted in us reporting 0.1%, which we have now corrected to 10.98%.

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

Hannah Di Nardo

Head Of Human Resources

Zotefoams plc

Requested: The Board is requested to approve the gender pay gap figures for release on <https://www.gov.uk/government/news/uk-gender-pay-gap>