Gender Pay Gap Report 2023

The Gender Pay Gap reporting regulations came into effect 5 April 2017. The legislation requires all employers in Great Britain with more than 250 staff to publish annual figures relating to:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

For Mitsubishi Chemical UK Ltd, this requires us to report on the 628 UK based employees who were part of the entity known as Mitsubishi Chemical UK Ltd as of the snapshot date (1 April 2024).

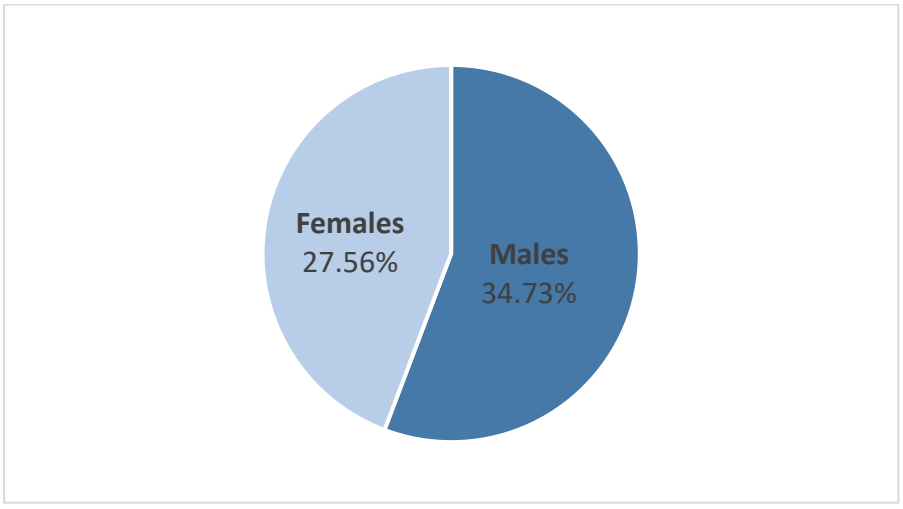
Gender Pay & Bonus Gap

The below table shows our mean and median gender pay gap and bonus pay gap. The percentage shown is the difference in the overall mean and median pay and bonus between men and women.

Mitsubishi Chemical UK Ltd - difference between men and women

	Mean (Average)	**Median (Mid-Range)**
Hourly Pay Gap	13.36	15.45
Bonus Pay Gap	17.21	24.88

Percentage of Males and Females receiving a bonus:



The above shows the difference between the number of men and women who received a bonus or profit share related payment.

Proportion of Males & Females in each Pay Quartile

The below information shows the gender distribution across equally sized quartiles of Mitsubishi Chemical UK Ltd. The data shows a reasonably consistent split across all quartiles, most notably the Lower Middle, Upper Middle and Upper.

Quartile	Proportion of men	Proportion of women
Lower	64%	36%
Lower Middle	85%	15%
Upper Middle	86%	14%
Upper	83%	17%

Analysis and Progress

Gender pay reporting is different to equal pay and analysis of Mitsubishi Chemical UK Ltd.'s data shows that our pay gap does not arise due to gender pay disparity but continues to be driven by the make-up of manufacturing and engineering environments, which were historically very male-dominated professions with relatively few women at all levels.

Although entry into STEM (Science, Technology, Engineering, Maths) subjects has slowly improved nationally over the years, technical, R&D and manufacturing/operations roles still continue to have a larger proportion of males than females, as can be seen in the upper middle pay quartile chart above. In addition, as many of our employees have a long service history and we have a low turnover, the higher proportion of males overall has meant that we have a higher number of males in the most senior positions. We have seen a slight increase in the number of women in lower middles and upper middle level roles compared to last year.

At Mitsubishi Chemical UK Ltd we are committed to bridging that gap through continuing to encourage and attract more females into all roles within our organisation by the use of gender-neutral language we are using in our external adverts, unconscious bias training for all hiring managers and a specific focus on gender equality and women in senior leadership roles as part of our DE&I strategy.

We continue to be committed to reducing our gender pay gap. Our values are an important part of our success; at the core of these is treating each other with respect and integrity and ensuring that everyone has equal opportunity to develop their personal potential. By supporting the development of all our colleagues, we are confident that we will continue to make progress and see a balanced gender representation Mitsubishi Chemical UK Ltd.

We can confirm that the data published in this report satisfies the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed: Sarah Hawkins
Name / Position: EMEA HR Director
Gender Pay