

Avon Polymer Products Limited, trading as Avon Protection

Gender Pay Gap Reporting (2021/22 reporting year)

Avon Protection is committed to the principle of equality and equal treatment for all employees and strives to provide an environment where all employees have the opportunity to fulfil their full potential. We have a clear policy of paying equally for the same or equivalent work and are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work.

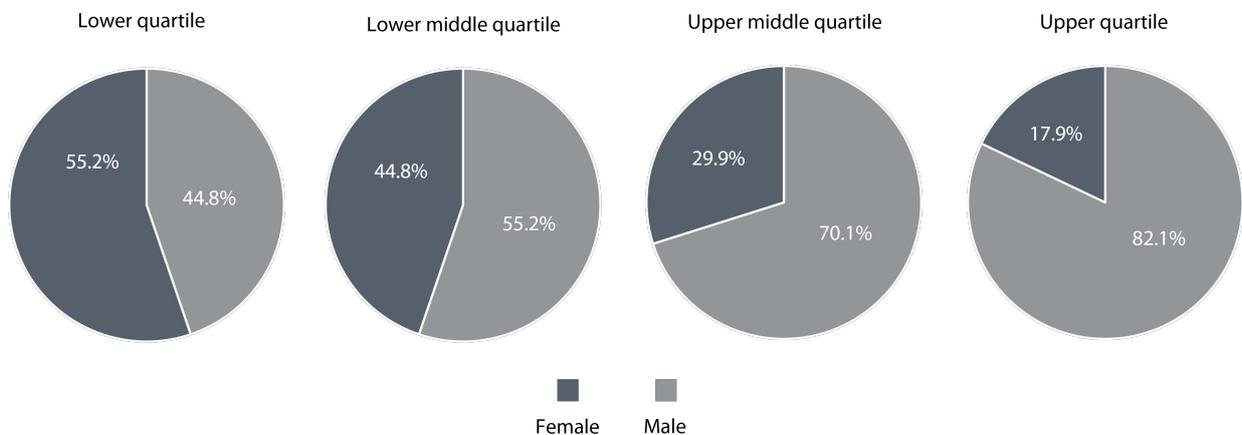
This gender pay gap report is made in respect of Avon Polymer Products Limited, trading as Avon Protection. Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, under which this report is prepared, companies must report on each employing entity which has at least 250 U.K. employees.

The gender pay gap differs from equal pay for equal work.

Avon Protection has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender (or any other characteristic).

(i) Proportion of men and women in each quartile (by hourly rate of pay)

This analysis shows a breakdown of each quartile (based on the hourly rate of pay) by gender.



At Avon Protection, the gender split of our most senior roles is the primary driver behind our gender pay gap. While the majority of our employees (c.63%) are male across the entire population, in the upper quartile (by hourly rate of pay), only 18% of employees are female and this influences significantly both the hourly pay gaps and the bonus pay.

(ii) Difference in hourly rate of pay

This analysis shows the difference between mean (and also median) hourly rate of pay for male employees and for female employees. A positive number means that the mean (or median) hourly rate of pay for female employees is lower than the mean (or median) for male employees.

| | Difference in hourly rate of pay |
|--------|----------------------------------|
| Mean | 37.2% |
| Median | 31.1% |

The primary driver behind the gender pay gap at Avon Protection is the relatively small proportion of women among our most senior employees (see section (i)).

(iii) Difference in bonus pay

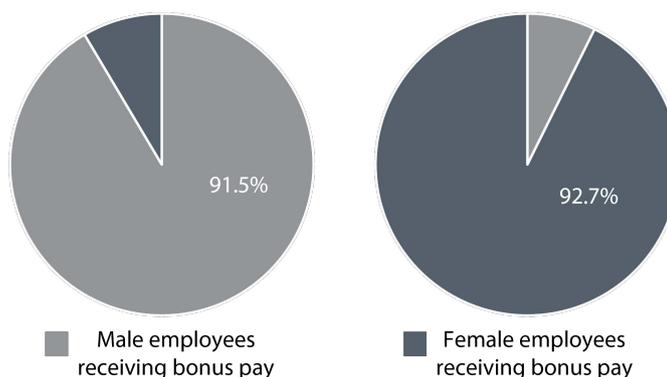
This analysis shows the difference between mean (and also median) bonus pay for male employees and for female employees, including only employees who received a bonus in the year. A positive number means that the mean (median) bonus pay for female employees is lower than the mean (median) for male employees.

| | Difference in bonus pay |
|--------|-------------------------|
| Mean | 93.0% |
| Median | 25.8% |

These numbers are inherently volatile due to the nature of variable pay from year to year, although the relatively small proportion of women among our most senior employees (see section (i)) is also a key factor. LTIP awards that vested in the period to this small group can also significantly skew the overall metrics.

(iv) Proportion of employees receiving bonus pay

This analysis shows the percentage of male employees and female employees who received bonus pay during the year.



(v) What are we doing to address our gender pay gap?

We take our current gender pay gap figures extremely seriously. As explained through the analysis, the primary driver of the gender pay gap at Avon Protection (in terms of both hourly rates of pay and bonus pay) is the relatively low number of women in the upper quartile of our employees. We are committed to increasing the number of women in senior roles and have taken steps to address this including:

- developing our recruitment processes to ensure there is a diverse candidate list, with particular focus on middle and senior management roles;
- the creation of Balance@Avon, a steering committee led by senior women across the organisation that aims to create a working environment where women at all levels within the organisation can thrive;
- the launch of a company-wide female mentoring scheme which aims to motivate, empower and help our female employees understand themselves and their aims and how they might work towards achieving them;
- continuing to focus on our graduate and talent development programmes ensuring we have strong female representation in order to develop our leaders of the future

We acknowledge that we have work to do to reduce our gender pay gap. We remain committed to achieving a more balanced workforce across all levels and will continue to work hard to identify changes needed to give everyone at Avon Protection the support required to achieve their full potential.

I confirm that the data above is accurate and that the statutory data is calculated in line with the methodology outlined in the regulations.

Miles Ingrey-Counter

Miles Ingrey-Counter
Director
Avon Polymer Products Limited