

**Gender pay and bonus reporting statistics for individuals employed by Element Materials Technology Environmental UK Limited at 5 April 2023.**

The gender pay gap explained:

A pay gap is the difference in median or mean

<b>Bonus difference between all women and men</b>	<b>Mean</b>	<b>Median</b>
Bonus (in 12 months ending on 5 April 2023)	36.25%	13.35%

The mean bonus pay of all our female employees in the UK is 36.25% lower than that for all our male employees. The median bonus pay for all our female employees is 13.35% lower than that of our male employees. This is due to the fact there are more men than women in senior positions and senior positions attract higher levels of bonus