INVISTA GENDER PAY GAP REPORT

As an employer with over 250 employees, INVISTA Textiles UK Ltd is required by the Equality Act 2010 Regulations 2017 to submit a Gender Pay Gap report, based upon a snapshot date of 5th April 2019. This requirement ensures INVISTA will review the difference in compensation between the average female and average male, regardless of their role or level within the company.

INVISTA Textiles UK Ltd is managed in accordance with the MBM philosophy. Based on our 8 Principles, MBM® sets the expectation that all employees will act with honesty, integrity and respect and will look for opportunities to personally develop and grow in their role. Consistent with these Principles we recognise and treat employees with fairness, impartiality, awareness and sensitivity. We grant equal opportunity in all aspects of employment to all persons.
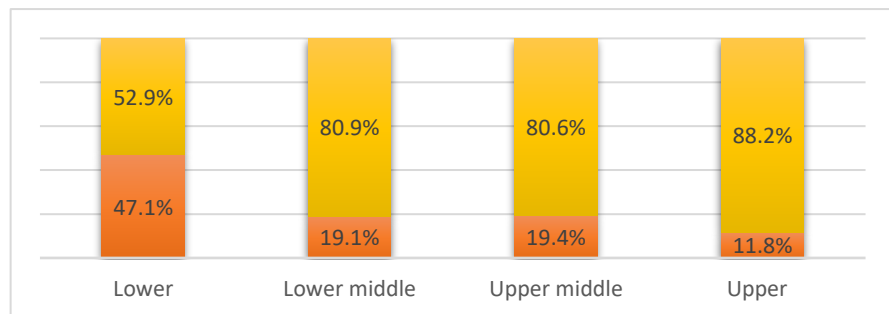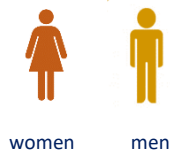
Gender Pay & Bonus Gap

Difference between men & women	Mean Average	Median Average
Gender Pay Gap	26.3%	21.1%
Gender Bonus Gap	55.8%	-13.9%

Proportion of employees receiving a 2019 Bonus

👩 50%   👨 67.3%

Gender split by hourly pay quartiles

👩 women   👨 men

	Lower	Lower middle	Upper middle	Upper
Men	52.9%	80.9%	80.6%	88.2%
Women	47.1%	19.1%	19.4%	11.8%

As is common across our industry, INVISTA Textiles UK Ltd employs more men than women. Our statistics show a mean pay gap of 26.3% and a median pay gap of 21.1%, compared to the UK's national gender pay gap of 17.3%.

At INVISTA Textiles UK Ltd we provide 2 regular, annual bonus programmes, which senior leaders and operations employees participate in. Reward is structured differently for capability employees, who are in support functions and this provides flexibility to reward these employees for enhanced contributions as and when applicable. As more females than males are employed in capability roles, this accounts for the lower proportion of females receiving a bonus compared to males.

I confirm that the gender pay gap data contained in this report is accurate and calculated in accordance with legislative requirements.

Name and Signature: *Andries Westhuis*

Andries Westhuis

Position: Managing Director