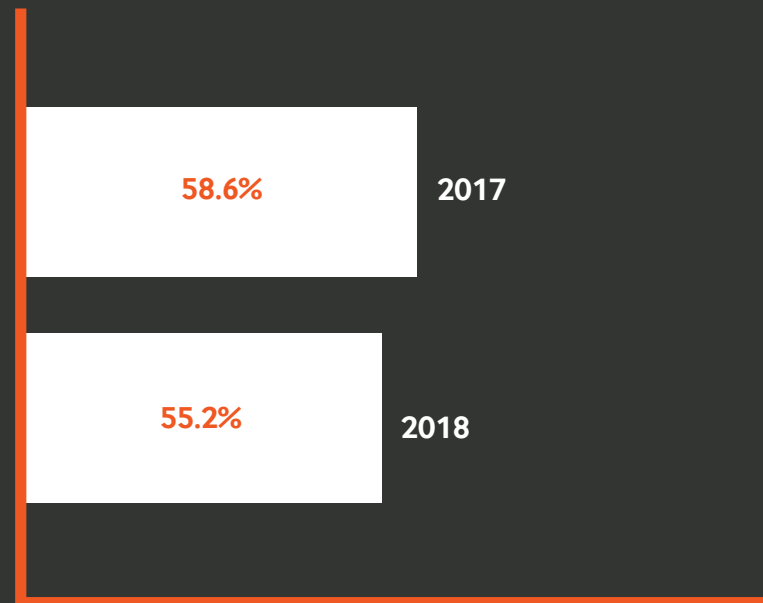




SURVITEC UK GENDER PAY REPORT 2018

As a group of companies, Survitec employs approximately 1,200 people in the UK. Survitec has various employing entities in the UK and our employees are based in geographically diverse locations from Gosport on the south coast, to Aberdeen, and Northern Ireland.

Survitec has prepared a gender pay report for the 283 employees employed by Survitec Group Ltd, but excluding those resident in Northern Ireland. The Executive Team are all employed by this entity and are therefore included in the report. As the Executive Team in April 2018 were predominantly male, this has an adverse impact on the gender pay gap within this population of 283. Consequently, reporting as per the regulatory requirements does not present a true picture of the gender pay gap within Survitec.



Gender Pay Gap Comparison 2017-2018



The gender pay gap has reduced from 2017 to 2018 and we expect this downward trend to continue in future years.

At Survitec we continue to attract a diverse range of employees to work for us. Our progressive people management policies actively encourage and support effective recruitment and talent management.

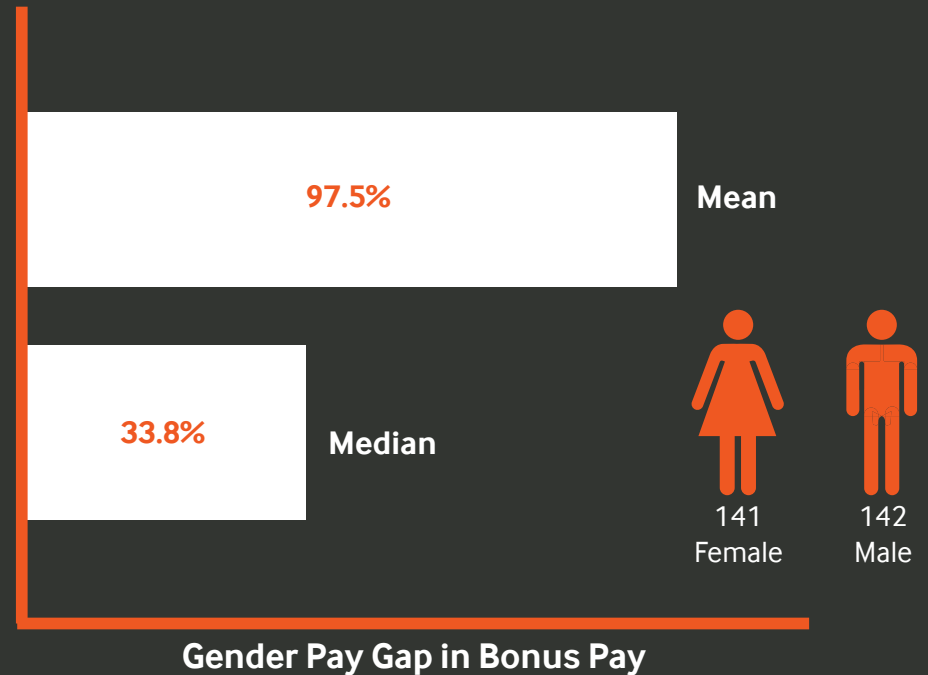
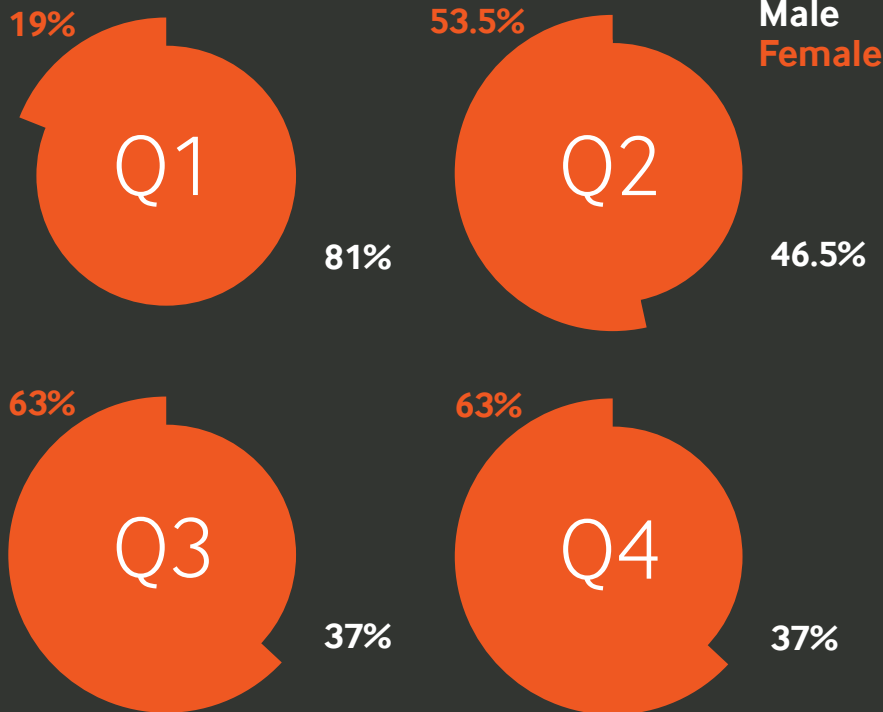
The regulatory reporting requirements require Survitec to report on employing entities with >250 employees but excluding employees resident in Northern Ireland. As such, to comply with the regulatory requirements, Survitec only reports on employees of Survitec but not those employees who are resident in Northern Ireland.

The Results

The mean gender pay gap, as per the regulatory requirements, is **55.2%**. This is a reduction from **58.6%** in 2017. We have also calculated the mean gender pay gap including employees resident in Northern Ireland. The figure is **19%**. This is a far more accurate portrayal of the gender pay gap within Survitec UK and is aligned with the industry average for manufacturing organisations.



Gender Pay Gap Quartile Figures

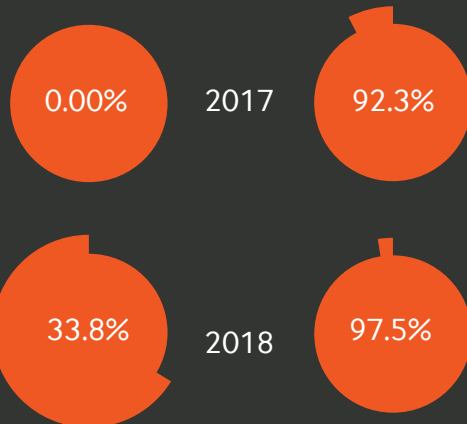


Gender Pay Gap in Bonus Pay

For the purpose of calculating the Gender Pay Gap Reporting, data has been included for all employees based in England, Scotland and Wales (excluding Northern Ireland) who are employed by Survitec Group Ltd (being the legal entity in which the Dunmurry, Birkenhead and Head Office functions sit).

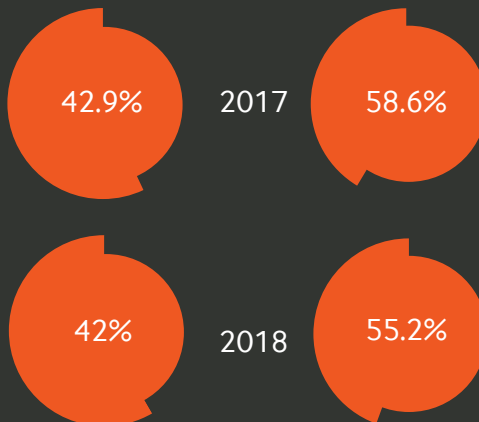
Bonus Pay Gap

Median Mean



Hourly Pay Gap

Median Mean



Very few bonus payments were made in the relevant reporting period

