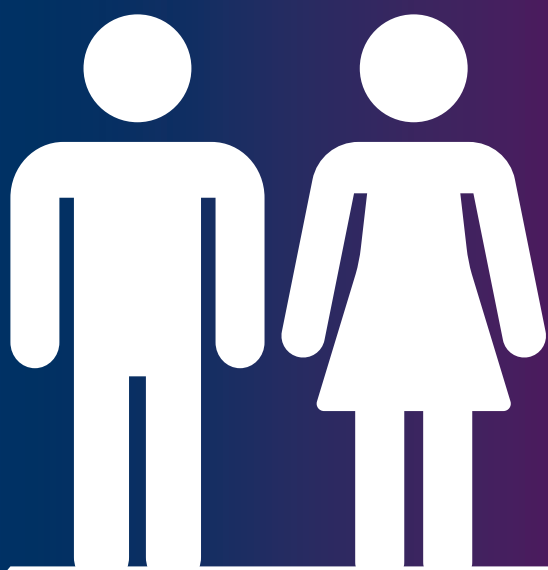


# Gender Pay Gap Report 2018



**VENATOR**

# Foreword

**At Venator, we believe in providing equal opportunities for all 4,300 associates that work for us globally. We have a diverse and talented workforce, which we believe helps us to drive performance. That said, we recognize that we can improve even more.**

This gender pay gap report measures the difference in average pay between men and women, regardless of their role in the organization, length of service or any other differentiating factors. This is not the same as equal pay, which is a direct comparison of two or more people doing the same or comparable work. At Venator, we ensure that we pay men and women equally for the same work.

Currently, within Venator Materials UK Ltd, 31% of our associates are women. We are determined to bring a better gender balance to our workforce, not only to help close our gender pay gap but because it's absolutely the right thing to do. We believe this will enhance the competitiveness of our organization and drive us to become an employer of choice.

We know it will take time, and we will work hard to encourage more females into the chemical industry and will ensure that we support them to progress and develop their careers.

It is important for us to recognize our gender pay gap as one measure that we can use to track our progress towards where we want to be as an organization.

I confirm that the gender pay gap data contained in this report is accurate.

**Kevin Wilson**

Vice President, Human Resources



# Gender pay gap

## Key facts

1 **100%**  
of our male and female employees receive a bonus

2 **45%**  
of our workforce at our Wynyard site are female

3 **15%**  
of our top team\* are female

4 The gender pay gap is **not** the same as equal pay

5 There are currently fewer females occupying our science, technology and engineering roles

6 We are committed to closing the gap



\*Venator has an internal top team group that consists of senior leaders throughout the business.

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## About

Under UK legislation that came into force in April 2017, businesses (legal entities) with 250 or more employees are required to report gender pay gap details. For Venator Materials UK Ltd, the following information reflects our employee data as at April 5, 2018.

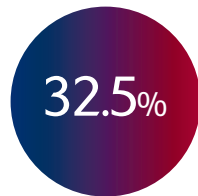
Venator employs 578 associates across the Venator Materials UK Ltd legal entity. This covers two of our sites:

- **Wynyard site:**  
Head Office for Venator; employs a range of corporate functions including IT, customer services, EHS, HR, legal, manufacturing, innovation, sales and marketing.
- **Greatham site:**  
Manufacturing location that employs roles including technicians, engineers, production operators, quality and maintenance.

# Our Results

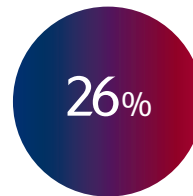
### Mean overall gender pay gap

based on hourly rate of pay

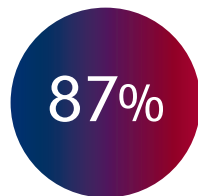


### Median overall gender pay gap

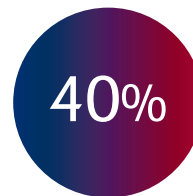
based on hourly rate of pay



### Mean gender bonus gap

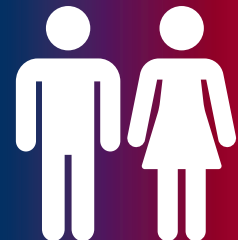


### Median gender bonus gap

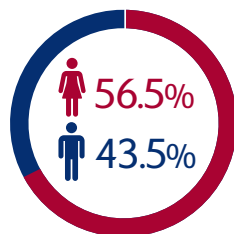


Proportion of male and female employees receiving bonuses

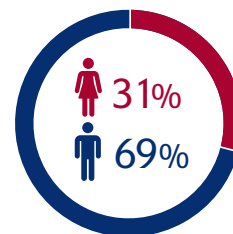
100%



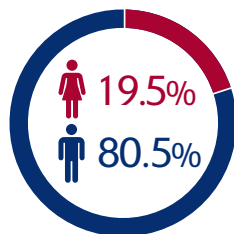
## Proportion of male and female employees in quartile pay bands



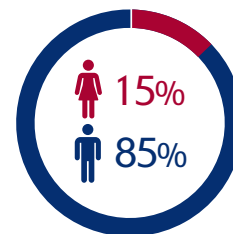
Lower quartile



Lower middle quartile

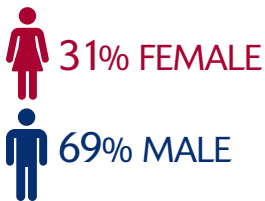


Upper middle quartile

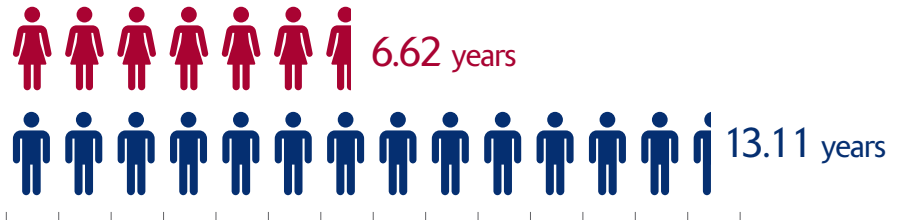


Upper quartile

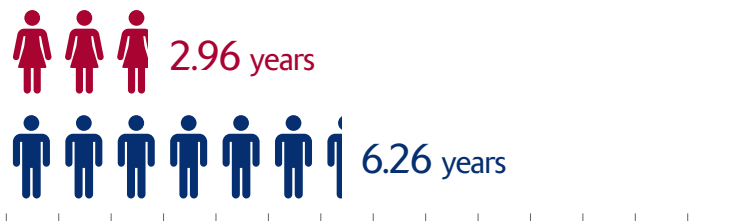
# Understanding our pay gap



## Mean overall years of service



## Median overall years of service



- Within the Venator Materials UK Ltd entity, 31% of our employees are female
- Majority of senior roles are filled by males
- At our Greatham site we have a large majority of men in manufacturing and engineering roles
- The number of women in higher paid senior professional positions has increased since last year
- Our CEO and other senior leaders are included in our figures this year which has increased the gender bonus gap as they are all male

# Addressing barriers to close the gap

**At Venator, we want to attract, retain and motivate our associates whatever their gender or background, as we believe that by embracing diversity we will become a high performing organisation. We know we have more work to do in this regard and we commit to addressing any barriers to make sure we close any gaps.**

As last year, our data reflects two very different business environments, and each has its own unique challenges. Our Greatham site is a manufacturing facility largely populated by men and the challenge to encourage more females into STEM (Science, Technology, Engineering, Mathematics) careers is one faced by our entire industry and it's something we can help change.

Our Wynyard site is our global HQ, where the overall demographic is more balanced, but we have fewer women in higher paid leadership roles. Our results overall are representative of an industry that has been over-represented by male workers for many decades so it's no surprise that the majority of our senior roles are filled by men.

We acknowledge and understand why our gender pay gap in the UK is 33% and we believe it can be improved. We also appreciate that closing the gap is not going to happen overnight. We created our first gender pay gap report this time last year and we commit to continuing the work we have already started and to identifying any new initiatives that could help us to expedite change.



**Simon Turner**  
President and CEO