

Sensient Flavors (UK) Limited is required by UK law to publish an annual gender pay gap report. This data is for the snapshot date of 5 April 2017. The figures set out have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

UK Gender Pay Reporting

- Mean hourly rate of pay: -0.9%
- Median hourly rate of pay: -4.4%
- Mean bonus pay: -217.8%
- Median bonus pay: 0%
- % employee received a bonus:
 - Male: 50.8%
 - Female: 27.1%



UK Gender Pay Reporting (2)

Employees by pay quartile

- Upper:
 - Male: 73.3%
 - Female: 26.7%
- Upper middle:
 - Male: 80.3%
 - Female: 19.7%
- Lower middle:
 - Male: 70.5%
 - Female: 29.5%
- Lower quartile:
 - Male: 70.5%
 - Female: 29.5%



I, Mike De Meyer, General Manager, confirm that the information in this statement is accurate.

Date: 03 April 2018