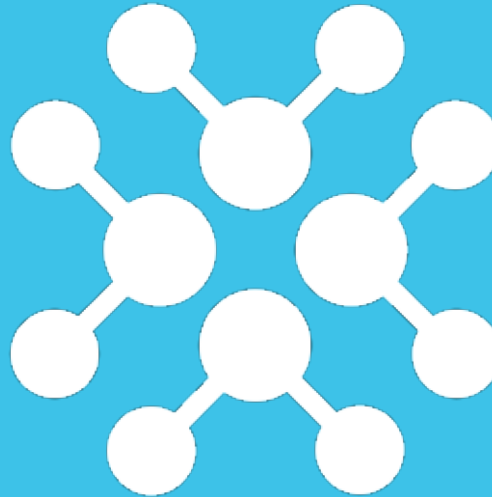


Gender Pay Gap Report

2020

TRONOX 

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At Tronox, we wholeheartedly believe that all of our employees are equal, our people are our greatest asset and we value each and every one of them in an inclusive way.

Diversity enriches our workforce, the diverse and varied backgrounds of our people can bring about innovative ways of thinking, spark new ideas and make our business a more effective, world-class organisation.

Tronox is an ambitious and growing business – a leader in our field. What sets us apart, however, is our culture.

Whilst our gender split is currently significantly weighted towards men, this is common for our industry. We do, however have female employees in many areas of our business; apprentices, technicians, engineers as well as scientists, specialists, professional roles and managers.

We at Tronox, pride ourselves on treating all our employees – both male and female, in a fair and inclusive way. We offer flexible and part-time working arrangements, job sharing and shared parental leave which are options available to everyone.

What is the Gender Pay Gap?

The gender pay gap is the difference in overall average earnings between males and females within an organisation, irrespective of the job they do and the distribution of genders at different levels.

This is shown in this report through a number of key statistics, based on ordinary pay.

- Mean and Median Pay Gap
- Mean and Median Bonus Pay Gap
- Proportions of male and female employees in each of 4 quartiles

Gender pay is *not* the same as Equal Pay, which is the difference in pay between males and females who carry out the same or similar jobs.

About this Report

Tronox is a global organisation, employing around 6,500 people across six continents. This report has been prepared in line with the UK Gender Pay Gap Reporting regulations, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2. This report and all the statistics within it therefore relate to the UK Company only, Tronox Pigment UK Limited.



Tronox's Results:

Pay Quartiles show the ratio of male and female employees at Tronox split across 4 quartiles. Quartiles represent the hourly pay rates from lowest to highest for all UK Tronox employees split into 4 equal sized groups, with the percentage of male and female employees in each quartile.

Pay Distribution by Quartile



The ratio of male to female employees and the distribution of females across the four quartiles does have a bearing on the overall results. **67%** of our female employees are in the top two quartiles, indicating a good representation in more senior and professional positions however a much lower representation in the lower two quartiles.

Total Employee Population Split:

Male
87.6%



Female
12.4%



The Mean Pay Gap is the difference in the average hourly pay for female employees compared to male employees in the company.

The mean pay for female employees at Tronox is **7.3% higher** than that of male employees.

The Median Pay Gap represents the middle point of a population. To explain this further, if you lined up all the male employees at Tronox, in order of pay from lowest to highest, then you lined up all the female employees at Tronox in the same way, the median pay gap is the percentage difference between the pay of the middle man compared with the pay of the middle woman.



The Median pay for female employees in Tronox is **8.8% higher** than that of male employees.

Did you know? The **national** gender median pay gap for female employees is **18.4% lower** than that of male employees.
(Office for National Statistics April 2017 for all industries and sectors)

The Mean Bonus Pay Gap is the difference between the mean (average) value of bonuses for all male employees in the organisation and the mean value of bonuses for all female employees, expressed as a percentage.

All Tronox employees have the potential to be awarded an annual bonus, as long as they meet the performance and qualifying period.



The mean bonus pay for female employees at Tronox is **14.5% higher** than that of male employees.

The mean bonus pay gap is influenced by the high proportion of females in professional roles at Tronox, who have the opportunity to achieve higher bonus payments; which are linked to career levels.

The Median Bonus Pay Gap is calculated in the same way as the median pay gap however this time, for the value of bonuses.



The median bonus pay of female employees at Tronox is **81.4% higher** than that of male employees.

The median bonus percentage reflects the higher proportion of male employees in non-professional roles.

We value and respect the differences of every single employee at Tronox and we are committed to recruiting and developing the very best talent. We adopt a robust recruitment and selection process, which endeavours to identify and attract highly skilled professionals, engineers, operators and technicians. No account is taken of an individual's gender.

We use psychometric testing and competency based interviews to ensure we recruit, not only those that have the right skills for the job but also demonstrate the behaviours that reflect our culture of accountability and ownership.

When it comes to pay, our roles are evaluated to ensure that they are correctly set at a level commensurate with the skills and experiences required to fulfil the role effectively. We benchmark our salaries nationally against similar industries to give us the confidence that we offer an appropriate and competitive benefits package that will enable us to attract and retain the best talent.

We actively promote equality of opportunity throughout our business. These principles of fairness inform everything we do and, as a result, Tronox employees can expect to be recognised and rewarded based on their individual talents and contribution – regardless of their gender or background.



“At Tronox, treating others fairly and with respect is one of our core values and it goes without saying that this applies to all of our employees regardless of gender. Building an organisation with diverse talented people that can make a positive difference is one of our key priorities. We are aware that the proportion of females within our industry is low and we are committed in our desire to enhancing our diversity. Tronox continues to actively encourage, support and develop our female employees whilst also looking at ways in which we can inspire young women to pursue a career in our industry.”

Andrew Ward, Site Director of Tronox’s UK operation.

