

## Gender Pay Report 2017 Petroineos Manufacturing Scotland Ltd

Petroineos Manufacturing Scotland Ltd (PMSL) operates Scotland's only crude oil refinery. Our employees at Grangemouth manufacture the bulk of the fuels delivered to the forecourts in Scotland and Northern Ireland and we are the sole suppliers of aviation fuel to Scotland's major airports. During the course of a day, we have the capacity to produce over 9 million litres of clean motor fuels (ULSP and ULSD).

We aim to establish and maintain a working environment where all employees are treated fairly and equally, ensuring equal opportunities for all. We value our employees and appreciate the benefits of having an inclusive and diverse workforce.

Under UK Legislation that came into effect in April 2017, businesses with more than 250 employees are required to publish data about their gender pay gap.

The new regulations require us to report on: -

<b>Mean gender pay gap</b>	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
<b>Median gender pay gap</b>	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
<b>Mean bonus gap</b>	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
<b>Median bonus gap</b>	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
<b>Bonus proportions</b>	The proportions of male and female relevant employees who were paid bonus pay during the relevant period
<b>Quartile pay bands</b>	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

This report is based on a data as of April 2017, looking at hourly pay as defined in the regulations. This includes base pay and allowances and any bonuses paid in the 12 months ending the 5<sup>th</sup> April 2017.

## Our Population

Male 433      Female 53  
89%          11%

## Pay

The gender pay gap relates to differences in average male and female pay within the organisation. It does not compare pay received by men and women doing the same or similar work, this is known as equal pay. Our technician pay structure and our robust job evaluation process provide us with a disciplined framework with which to evaluate roles and to group employees within our salary ranges providing a non-discriminatory pay system.

Difference between gross hourly earnings	
Mean	Median
16.3%	6.6%

Our evaluation indicates that the difference in average pay is a due primarily to having proportionately more men than women in senior, higher paid roles.

## Pay Quartiles

The proportion of male and females in each base pay quartile is shown below

Quartile	Male	Female
Upper	90.1%	9.9%
Upper Middle	95.1%	4.9%
Lower Middle	92.6%	7.4%
Lower	78.7%	21.3%

Women make up 10% of our employees but are under-represented in the middle quartiles and are over-represented in the lower quartile. These middle quartiles represent our technician population where there are proportionately fewer women applying for and entering at apprentice level.

## Bonus

Proportion of staff receiving a bonus	
Male	Female
100%	100%

All of our employees are eligible for bonus.

Difference between Bonus Pay	
Mean	Median
-1.1%	5.5%

### Going Forward

As an organisation we are confident that our existing policies regarding recruitment, reward, maternity and flexible working already contribute to our ability to attract and retain women within our organisation.

We have a long tradition of working with local schools to promote and encourage the take up of STEM curriculum subjects. More recently we have been actively involved in supporting and hosting events that enable pupils to meet and interact with positive female role models in our industry. 'Women in Engineering' is one such event that we have delivered in conjunction with our local High School.



#### Declaration

I confirm that our data has been calculated according to the requirements of the **Equality Act 2010** (Gender Pay Gap Information) Regulations 2017.  
Russell Mann, Refinery Manager



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Niall Browne, HR Manager