

Gender Pay Reporting 2025 Petroineos Manufacturing Scotland Ltd

Petroineos Manufacturing Scotland Ltd (PMSL) previously operated Scotland’s only crude oil refinery at Grangemouth. Our employees played a vital role in producing the bulk of fuels supplied to forecourts across Scotland and Northern Ireland, and we were the sole provider of aviation fuel to Scotland’s major airports. At full operational capacity, the site produced over 15 million litres of clean motor fuels (ULSP and ULSD) per day.

As the refinery undergoes closure and drawdown, we remain committed to supporting our workforce through this transition. We continue to uphold our values of fairness, equality, and inclusion, ensuring that all employees are treated with respect and provided equal opportunities. We recognise the importance of a diverse and inclusive workforce and deeply value the contributions of our employees throughout our operational history.

Under UK Legislation that came into effect in April 2017, businesses

The regulations require us to report on:

Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Mean bonus gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median bonus gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Bonus proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period
Quartile pay bands	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 data as of April 2025, looking at hourly pay as defined in the regulations. This includes base pay and allowances along with any bonuses paid in the 12 months ending the 5th April 2025.

Our Population

Male 379 (86%) **Female** 64 (14%)

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 provided us with a disciplined framework within which to evaluate roles and to group employees within our salary ranges providing a non-discriminatory pay structure.

Difference between gross hourly earnings	
Mean	Median
18%	22%

Gender Pay Gap Statement

Since our last report, the difference in mean earnings has increased by 6%, and the difference in median earnings has increased by 10%. Our analysis indicates that this change is primarily due to a higher proportion of men occupying senior and higher-paid roles. Following the closure announcement, the overall number of employees has gradually reduced. During this period, proportionately more women in higher-paid positions have left the organisation compared to men, contributing to the widening pay gap.

Pay Quartiles

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

Quartile	Male	Female
Upper	91%	9%
Upper Middle	94%	6%
Lower Middle	88%	12%
Lower	69%	31%

Women make up 14% of our employees and women remain over-represented in the lower quartile of the report. The middle quartiles represent our technician population where there are proportionately fewer women applying for technician roles or entering at apprentice level. More than 50% of the upper quartile is represented by engineering roles, where there are less women applying for these type of roles.

Bonus

Proportion of staff eligible to receive a bonus	
Male	Female
98%	95%

On average 92% of our employees are eligible for bonus.

Difference between bonus pay	
Mean	Median
24%	13%

Men received more mean and median bonus pay than women. This is primarily due to having proportionately more men than women in senior or higher paid roles.

Going Forward

As Petroineos Manufacturing Scotland Ltd transitions through the closure and drawdown of its refinery operations, we remain committed to the principles of equality, fairness, and inclusion. Our policies will continue to guide our approach in supporting gender balance across all remaining areas of the business, ensuring that every employee is treated equitably and with respect.

Declaration

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



Stuart Duncan, Refinery Transition Manager

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Lorraine Cauvin, HR & L&D Team Leader