

The background of the slide is an abstract, high-tech image with swirling, metallic-looking patterns in shades of blue, grey, and white. A horizontal green bar is positioned across the middle of the image, containing the main title.

# Gender Pay Reporting 2018

PST United Kingdom

Praxair is committed to recruiting, hiring, compensating and promoting people based solely on their abilities, performance and qualifications. Employees are also expected to maintain a professional work environment in which employees are treated with respect and dignity.

As part of our commitment to equal opportunity, Praxair prohibits discrimination or harassment based on race, colour, religion, gender, national origin, age, disability, veteran status, pregnancy, or sexual orientation. This prohibition is applicable to all Praxair employees worldwide whether or not such behaviour is prohibited by the laws wherever you work. Praxair is also committed to complying fully with applicable labour and employment laws wherever it operates.

Ending discrimination is key to the success of our business and the wider economy, we welcome this government initiative.

The mean gender pay gap for Praxair Surface Technologies Ltd is

**13.4%** (2017: 14.8%)

The median gender pay gap for Praxair Surface Technologies Ltd is

**15.4%** (2017: 10.6%)

We are happy to report that during 2018 our female workforce has increased by 9 positions, with overall female diversity improving from 17% to 20%.

The placement of our female population is seen in the lower quartile and upper middle salary quartiles, which explains the change in the mean and median pay gaps indicated above.

\*The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and include base salary and other allowances as well as individual and company performance based bonus payments received over the previous 12 months.

# Praxair Surface Technologies Ltd

## Pay quartiles across the UK workforce



Band	Males	Females	Description
<b>A</b>	<b>64%</b>	<b>36%</b>	Includes all employees whose standard hourly rate places them at or below the lower quartile
<b>B</b>	<b>86%</b>	<b>14%</b>	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
<b>C</b>	<b>86%</b>	<b>14%</b>	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
<b>D</b>	<b>87%</b>	<b>13%</b>	Includes all employees whose standard hourly rate places them above the upper quartile

Praxair Surface Technologies Limited (PST) is in line with the typical UK workforce composition as a whole, with more women in the lower pay quartiles. In 2018 we have grown our overall female representation by 3%. 66% of these have been placed in lower quartile positions and 34% in upper middle positions.

The gender pay gap within PST is impacted by senior leadership roles within the business predominantly being held by men.

Whilst PST mean pay gap compares favourably to that of 2017 this is not a subject we are complacent about. We are committed to developing and promoting all genders on the basis of merit, still actively look to recruit females in to our industry and giving females opportunities for promotion into senior positions.

The mean gender bonus gap for Praxair Surface Technologies Ltd is **89%** (2017: 75%)

The median gender bonus gap for Praxair Surface Technologies Ltd is **20%** (2017: 86%)

The proportion of male employees in Praxair Surface Technologies Ltd receiving a bonus is **33%** (2017: 30%) and the proportion of female employees receiving a bonus is **21%** (2017: 21%).

PST pays a variety of bonuses including: Employee Performance Awards, Special Recognition Awards (including Long Service), Sales Commission and Share / Stock Award Schemes. The level and opportunity of an award increases as the level of seniority within the Company increases.

There are proportionally more men in the senior bands which has resulted in higher payments for this population, 2018 being particularly impacted in relation to 2017 by the execution of stock options by two male members of the senior team.

# Underlying causes of Praxair Surface Technologies Ltd gender pay gap



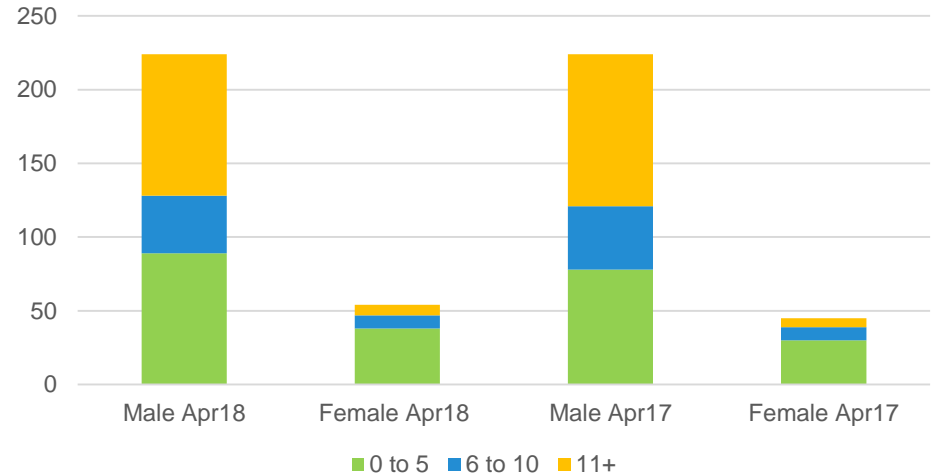
We believe that our pay gap is largely driven by historical gender association with the manufacturing and engineering industries. We have a strong level of retention with long service attracted by a number of male employees – see table. We also have a greater number of men in the upper quartile paid positions.

We do not have as many women as men, and we do not have as many women in senior positions – the same challenge as most Engineering/Manufacturing organisations throughout the UK. We are working hard to change this and our workforce diversity has increased by almost 3% over the past 12 months.

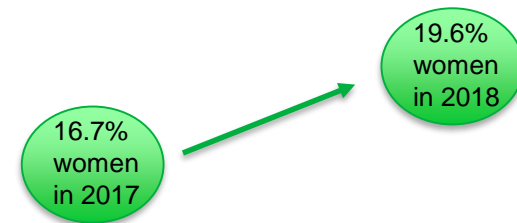
Our industry will always play a huge factor in our ability to attract females, but as wider perception slowly changes we hope this becomes less of a hurdle. We are committed to giving opportunities to both genders.

Diversity and Inclusion is a metric we report on and one we have seen improve over the years. There is still more to do, but by continuing to review this measure we keep it front of mind when making hiring decisions.

Length of service by Gender



Women in our workforce



We are committed to increasing the number of women in our workforce to 30%.



# What is Praxair Surface Technologies Ltd doing to address our gender pay gap?



The steps that PST Ltd has or will take to promote gender diversity in all areas of its workforce include the following:

- **Supporting STEM** (Science, Technology, Engineering, Mathematics) programmes with local education establishments, in an attempt to address the issues of the next generation choosing a career within this field;
- Carrying out **Bi-annual pay and benefits audits**;
- Providing regular equal & gender pay **awareness communications for managers** who are involved in pay reviews;
- **Evaluating job roles** and pay grades as necessary to ensure a fair structure;
- Having an **open and transparent** pay structure and grading system
- Supporting **flexible working practices** and;
- Offering **equal opportunities** to all genders

# Conclusion

Having greater awareness of the Gender Pay Gap has enabled us to take a more detailed view of our company, and we are committed to supporting initiatives to reduce the gap further over the coming years.

Due to the external cultural changes required to address many of the causes of the gender pay gap, the impact and effect of these initiatives could take many years to be fully realised.

We will continue to monitor our gender pay gap levels, focusing on ways to attract, retain and develop diverse talent by supporting career progression opportunities, flexible working practices and encouraging females into more senior positions.



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Abi Dring  
**HR Manager**



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Steve Cast  
**VP Europe & Director**



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Richard Ward  
**Director & Company Secretary**