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# UK GENDER PAY GAP REPORT

2016/17

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Everywhere It Matters.™

# Our Results

Report according to the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Under new legislation that came into force in April 2017, UK employers with 250 or more employees are required to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The figures below are an accurate reflection of our gender pay gap for 2016/17 for the Ecolab, Nalco and Nalco Manufacturing businesses in the UK, inclusive of Energy Services. We will utilise these results to inform our employment policies and promote gender pay parity across our businesses.

## ECOLAB LTD.

Differences	Value
Difference in mean hourly rate of pay	2.8%
Difference in median hourly rate of pay	4.6%
Difference in mean bonus pay	27.9%
Difference in median bonus pay	45.5%

Bonus Pay	Male	Female
Percentage of employees who received bonus pay	98.9%	99.6%

Employees by pay quartile	Male	Female
Upper quartile	75.6%	24.4%
Upper middle quartile	80.6%	19.4%
Lower middle quartile	80.9%	19.1%
Lower quartile	68.4%	31.6%

## NALCO LTD.

Differences	Value
Difference in mean hourly rate of pay	31.1%
Difference in median hourly rate of pay	32.8%
Difference in mean bonus pay	55.2%
Difference in median bonus pay	35.8%

Bonus Pay	Male	Female
Percentage of employees who received bonus pay	85.0%	95.1%

Employees by pay quartile	Male	Female
Upper quartile	84.6%	15.4%
Upper middle quartile	63.4%	36.6%
Lower middle quartile	60.5%	39.5%
Lower quartile	38.7%	61.3%

## NALCO MANUFACTURING LTD.

Differences	Value
Difference in mean hourly rate of pay	2.5%
Difference in median hourly rate of pay	-7.0%
Difference in mean bonus pay	-4.5%
Difference in median bonus pay	26.3%

Bonus Pay	Male	Female
Percentage of employees who received bonus pay	93.1%	76.7%

Employees by pay quartile	Male	Female
Upper quartile	75.7%	24.3%
Upper middle quartile	86.5%	13.5%
Lower middle quartile	91.9%	8.1%
Lower quartile	78.4%	21.6%



# Employer Statement

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