



Knowledge grows

Gender Pay Gap Reporting 2024

Background

Gender pay gap reporting legislation was introduced from April 2017. There is a legal requirement for employers with 250 or more employees to publish statutory calculations every year showing the pay gap between male and female employees, expressed as a % of male employees' pay.

The 'snapshot' date for this report is payroll period April 2024.

Overview of Yara Workforce

As at 5 April 2024, Yara UK had a total of 274 relevant employees, of which 169 were Male and 105 were Female employees. 6% of all employees worked part-time.



169 Male



105 Female

Commitment to Promoting Gender Diversity, Equal Pay and Benefits

Improving fair pay in our market is important to Yara as it helps to ensure we meet the company's goal of reducing inequality and meeting our ESG (Environment, Social, Governance) objectives and corporate ambition. It also supports delivering on our People strategy and our commitment to DE&I.

At Yara, we believe that creating a diverse and inclusive work environment is not only the right thing to do but also a smart thing to do.

A diverse and inclusive work environment in which employees feel valued for their uniqueness and safe to speak up benefits our business.

While we have had gender diversity on our leaders' agenda for quite a few years, Diversity, Equity & Inclusion is now firmly anchored in Yara's business strategy. Strengthening our efforts in this area is one of the identified strategic actions.

At Yara we are committed to improving gender diversity and providing equal pay, benefits and development opportunities for all our employees at all levels throughout the organisation.



Secure **equal career opportunities**, equal pay and work-life integration

Ensure a **diverse workforce and leadership**, representing the markets we sell to and operate in

Create a **collaborative and inclusive work environment** in which employees feel valued for their uniqueness and safe to be themselves

Influence our partners and become a valuable DE&I discussion partner to external stakeholders

Establish the grounds for a DE&I mindset to grow on

Provide transparency where we are and where we want to go in terms of ambition and commitment

Align the communication and share inspirational messages and the latest news with all employees

Yara has introduced a number of targeted initiatives to reduce the Gender Pay Gap

- Focused recruitment of Female Leaders.
- Diversity targets for gender balance.
- Strong diversity focus in our people processes.
- Global Pay Equity review for each country and pro-active measures to address gender pay gap.
- Global Living Wage project to ensure we pay a competitive package that provides a decent living for our employees and their families.
- Training and Development for all managers, HR and employees on DE&I topics.
- Reporting gender balance of applicants and ensuring female representation for each vacancy.
- Ensuring our Talent Pipelines prioritise female talents for succession planning and leadership programmes.

All positions are graded using a Global Grading system and salaries are benchmarked using reputable salary surveys to measure pay competitiveness.

We recognize the need to encourage more gender diversity within senior management positions and will continue to focus on proactive measures within the business.

We are proud of our employee retention at Yara, with the UK Turnover rate of 8.3% for 2024, **including retirements**. However, this also means that our vacancies for the more senior positions do not occur very often.

Results of our Gender Pay Gap

Pay (Basic salary, bonus payments and other pay elements including allowances, pension cash in lieu)

This is calculated by totaling all male payments and female payments then comparing the difference between the average hourly rates of pay. The proportion of males/females in different job types and levels has a bearing on this calculation.

For snapshot date **April 2024**

Mean gender pay gap	Median gender pay gap
27.2%	18.9%
compared to 28% in 2023	compared to 11.5% in 2023

We note that this calculation includes a number of UK-based senior employees with global positions within the Yara Group; these employees do not work for the local UK organization, but have a UK contract of employment. The overall snapshot shows a slight improvement in closing of the Mean Gender Pay Gap (Which includes Bonus) by 2.9%. In last year’s calculation all employees received an extraordinary fixed bonus (Not a percentage of salary). This resulted in a higher skewed hourly rate for the lower earners. This extraordinary bonus was not paid in this year’s calculations, thus the hourly rate of employees has normalised.

Additional action to further close the gender pay gap was taken in May 2024.

This was a one-off salary increase for relevant female employees. The results of this will not be realised in the Gender Pay Gap percent until next year’s report.

Bonus (Bonus + other awards to recognise performance or productivity paid between May 2023 and April 2024)

Mean bonus pay gap	Median bonus pay gap
42.9%	23.1%
compared to 36.2% in 2023	compared to 21.8% in 2023

Every employee is entitled to a bonus payment based on a target %, Company performance and individual or team performance. This is pro-rata for part-time employees, new starters and long-term absences, which skews the calculations and explains some of the gap.

As mentioned above the results are reflective of a reduction in fixed bonus payments compared to 2023.

As part of our gender pay gap reporting, we are required to calculate the percentage of men and women in each pay quartile. As at 5 April 2024, the proportion of employees within each quartile band is:

	Male	Female	Grand Total	% Male	% Female
Q1	42	27	69	60.87	39.13
Q2	36	32	68	52.94	47.06
Q3	41	28	69	59.42	40.58
Q4	50	18	68	73.53	26.47

Our proactive measures in addressing the gender balance and promoting females into senior positions is reflected in the approved increase in female employees paid within the upper quartiles.

What does the Gender Pay Gap tell us?

As indicated above, there are higher proportions of males in more senior positions working both within and outside the UK & Ireland; the mathematical gender pay gap we see across the business is largely attributable to the gender skew in more senior positions. As discussed more fully above, there is a focus on prioritising female talent when it comes to succession planning and leadership programmes. However, with low staff turnover and fewer senior roles, we anticipate that a rebalancing of the genders for senior roles will be a gradual exercise.

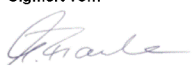
When comparing the gender pay gap on a job grade basis (which we believe provides a better comparator of the pay received by males and females for similar work), the pay gap reduces further and for a number of job grades there is no negative pay gap difference for females when compared to male pay. The quartiles for female workers has steadily increased across the upper quartiles.

Yara continues to be committed to work proactively on our strategic Diversity, Equity and Inclusion agenda and make positive changes and impact. This will take time, but as we can see from the results above, we continue to make good progress closing the gap.

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The gender pay gap information we have published
is accurate.

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Signiert von:

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