



Knowledge grows

Yara UK Limited Gender Pay Gap Reporting 2023

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 2023.

Overview of Yara Workforce

As at 5 April 2023, Yara UK had a total of 270 relevant employees, of which 171 are Male and 99 are Female employees.

6% of all employees work part-time.



171 Male



99 Female

Commitment to Promoting Gender Diversity, Equal Pay and Benefits

Improving fair pay in our market is important to Yara so 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 DEI.

We believe creating and maintaining a diverse, equitable, and inclusive work environment is not only the right thing to do, it also benefits all of us.

Yara is committed to paying employees fairly, regardless of any personal beliefs, gender, or other individual characteristics.

How we aim to integrate Diversity, Equity and Inclusion into our business:



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

We have 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 proactive measures to address gender pay gap
- Global Living Wage project to ensure we aim pay a competitive package to ensure a decent living for our employees and their families.
- Training and Development 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 **10.7% for 2023, including retirements**. This also means that our vacancies for the more senior positions do not occur very often.

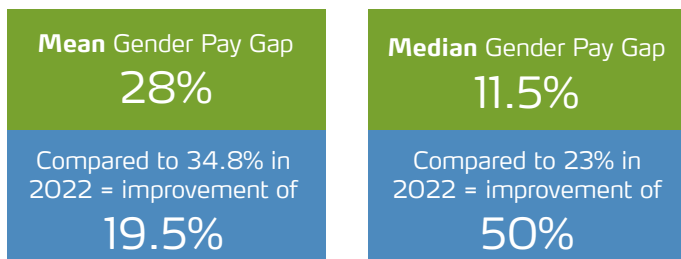
Results of our Gender Pay Gap

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.

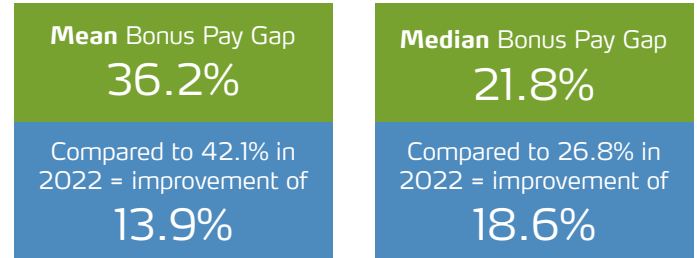
For snapshot date April 2023:



Included within this calculation are senior employees with global positions, who are not working for the local UK organization, but have a UK contract of employment.

Bonus

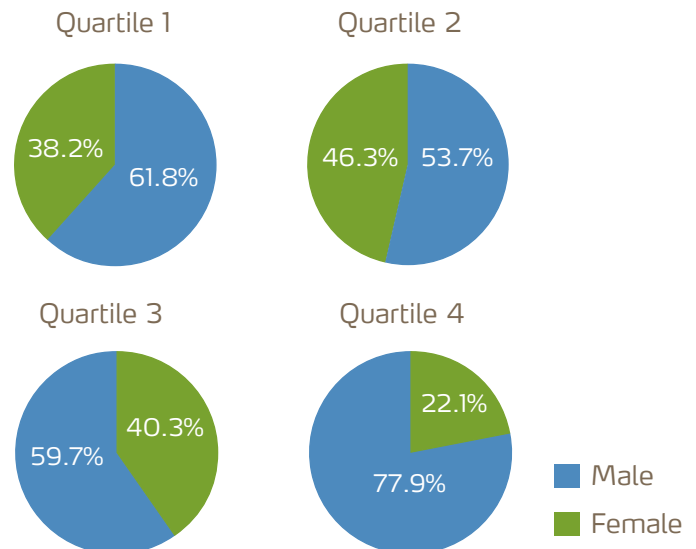
(Bonus + other awards to recognise performance or productivity paid between May 2022 and April 2023)



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 a gesture of thanks to employees for their continued efforts in a challenging business environment, all employees throughout Yara International were awarded an extraordinary bonus in January 2023 (a similar bonus was also awarded also in January 2022). A flat bonus of USD 1,000 was given to each employee, regardless of seniority, salary, gender or part time status.

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 2023, the proportion of employees within each quartile band are:**



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.

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 a period of time, but as we can see from the results above, we are continuing to make good progress to close the gap.

This report is published by
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The gender pay gap information we have published is accurate.

Signed: 

Jari Pentinmäki
Director – Yara UK Limited