

# Air Products UK

## Gender Pay Gap Report 2024

### **Management Statement**

Due to the nature of the industry, we have a large number of roles in supply chain, operations and engineering which are historically occupied by men, for example truck drivers and operators. These roles account for approximately 60% of our total population. Certain skills and capabilities in these areas are in demand which is reflected in by a higher average salary in the market and that also impacts the gender pay gap.

We continue to look to attract female talent into traditionally male roles through apprenticeships and graduate recruitment. There has been an increase in female employees in certain divisions such as Project Delivery Organisation (PDO), HR, IT and Marketing. That demonstrates that Air Products continues to drive talent and attract a wider talent pool. Air Products has improved its gender pay gap from 14.5% in 2017 to 10.6% in 2024.

Given the nature of the industry, which is predominantly male, the trend of narrowing the gender pay gap becomes more challenging year-on-year.

I confirm the data in this Gender Pay Gap report is accurate.

### **Suzanne Lowe**

General Manager, United Kingdom, Ireland, Israel & Italy.

# Our Stats

<u>Mean Gender Pay Gap</u>	<b>5.4%</b>
<u>Median Gender Pay Gap</u>	<b>10.6%</b>
<u>Mean Gender Bonus Gap</u>	<b>40.2%</b>
<u>Median Gender Bonus Gap</u>	<b>2.1%</b>

## Portion of People Paid a Bonus

Female:	<b>94.7%</b>
Male:	<b>92.2%</b>

## **Population by Pay Quartile**

### Lower Quartile

Female:	<b>28.9%</b>
Male:	<b>71.1%</b>

### Lower Middle Quartile

Female:	<b>15.1%</b>
Male:	<b>84.9%</b>

### Upper Middle Quartile

Female:	<b>19.8%</b>
Male:	<b>80.2%</b>

### Upper Quartile

Female:	<b>21.7%</b>
Male:	<b>78.3%</b>

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