



## ICL Boulby - Cleveland Potash Limited

### Gender Pay Gap Report – April 2025

As an employer of more than 250 employees, Cleveland Potash Limited is required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to report on our Gender Pay Gap legislation and make this information publicly available on our website as well as submit our findings to the Government.

The gender pay gap measures the difference between men's and women's average earnings based on an hourly rate and is expressed as a percentage of men's pay.

We are required to present the information in the following format:

- % difference in mean hourly pay
- % difference in median hourly pay
- The proportion of male and female employees in each pay quartile (lower, lower middle, upper middle and upper)
- % Difference in mean bonus pay of male and female employees in the 12 months to 5th April 2025.
- % Difference in median bonus pay of male and female employees in the 12 months to 5th April 2025.
- The proportion of male and female employees who received bonus in the 12 months to 5th April 2025.

At Cleveland Potash Limited, we are committed to ensuring all colleagues are treated equally.

We have conducted an in-depth analysis of our data, which has shown that our pay and bonus gaps are largely driven by an imbalance in the ratio of men and women (527 male workers and just 20 female workers). Mining has historically been a male dominated industry, and as a result a higher percentage of men hold senior positions within the business.

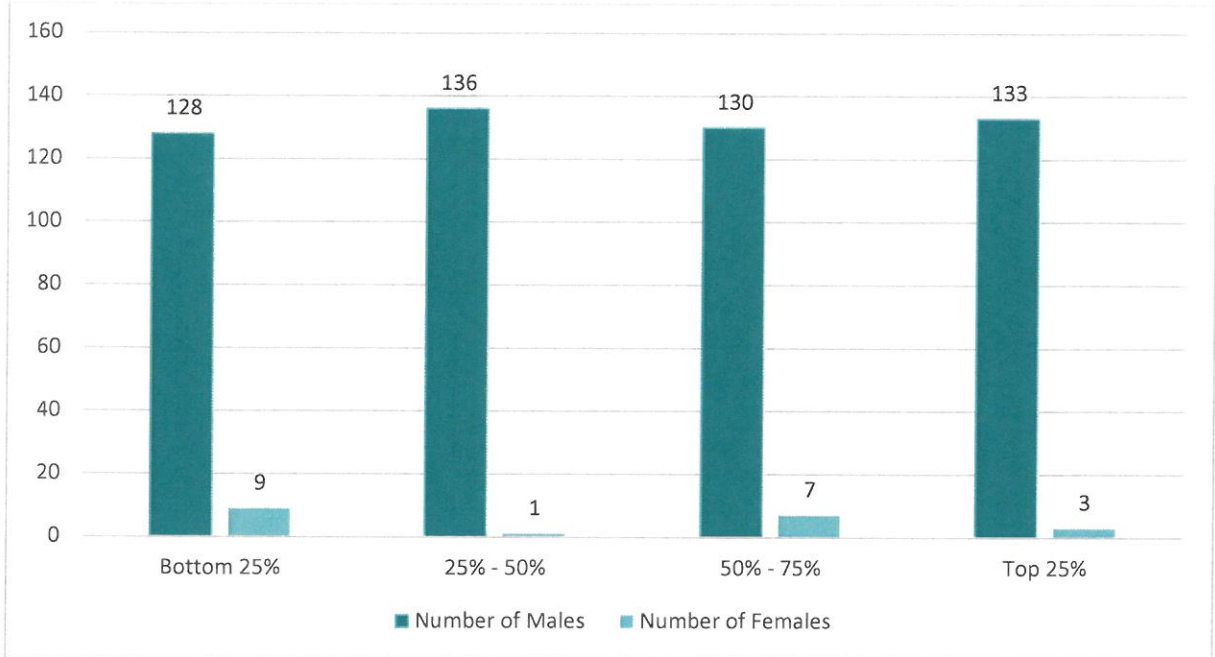
Whilst we do not believe that there is an imbalance in the rates of pay given to men and women doing the same or equivalent work, we would like to see a future where we employ a more diverse workforce.

#### Data taken from our employee data as of 5<sup>th</sup> April 2025

- Difference in mean hourly rate of pay is -18.21%
- Difference in median hourly rate of pay is 1.33%

- The proportion of male and female employees in each pay quartile (lower, lower middle, upper middle and upper) in the 12 months to 5th April 2025.

**Proportion of Male and Female employees in each quartile**



**Bonus Details 2025**

- Difference in mean bonus pay is -14.73%
- Difference in median bonus pay is 0%

The proportion of male and female employees who received bonus in the 12 months to 5th April 2025.

- Of the 527 males employed by Cleveland Potash Limited, during the period, 100% received some form of bonus.
- Of the 20 females employed by Cleveland Potash Limited, during the period, 100% received some form of bonus.

Grahame Wallace  
VP & General Manager, ICL UK  
Cleveland Potash Limited