

Avon Polymer Products Limited

2025 Gender Pay Gap Report (2025/26 reporting year)

Avon Technologies plc is committed to equality and equal treatment for all employees and strives to provide an environment where all employees can fulfil their full potential.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, under which this report is prepared, companies must report on each employing entity which has at least 250 UK employees. This report contains our gender pay data for our UK entity Avon Polymer Products Limited.

A major proportion of the women in our UK business have operations (manufacturing related) roles. We recognise that transferring to higher paid roles available within the business often requires additional qualifications (normally a degree). Balancing a full-time job, dependent care and adding qualification study is a significant undertaking.

We are committed to identifying actions to enable progression from manufacturing roles into other roles in the organisation. We are also committed to increasing the number of women in senior executive positions by developing our recruitment and succession planning processes and by retaining more women within the Company.

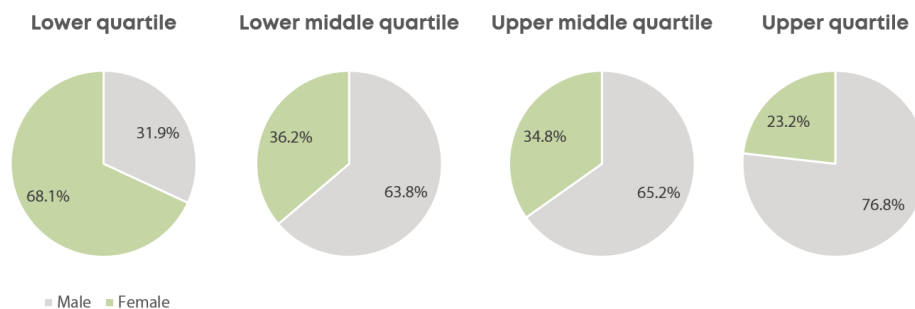
The gender pay gap differs from equal pay for equal work.

Avon has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender (or any other characteristic).

We have a clear policy of paying equally for the same or equivalent work and are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. A formal Board Diversity Policy is in place, a copy of which can be found in the Corporate Governance section of our website.

Proportion of men and women in each quartile (by hourly rate of pay)

This analysis shows a breakdown of each quartile (based on the hourly rate of pay) by gender.



While the majority of our employees (c.59%) are male across the entire population, over 68% in the lower quartile are women vs 23% in the upper quartile (by hourly rate of pay). This influences significantly both the hourly pay gaps and the bonus pay.

Difference in hourly rate of pay

This analysis shows the difference between mean (and also median) hourly rate of pay for male employees and for female employees. A positive number means that the mean (or median) hourly rate of pay for female employees is lower than the mean (or median) for male employees.

	Difference in hourly rate of pay
Mean	33.4%
Median	31.0%

The primary driver behind the gender pay gap at Avon Polymer Products is the relatively small proportion of women among our most senior employees (see section (i)).

Difference in bonus pay

This analysis shows the difference between mean (and also median) bonus pay for male employees and for female employees, including only employees who received a bonus in the year. A positive number means that the mean (or median) bonus pay for female employees is lower than the mean (or median) for male employees.

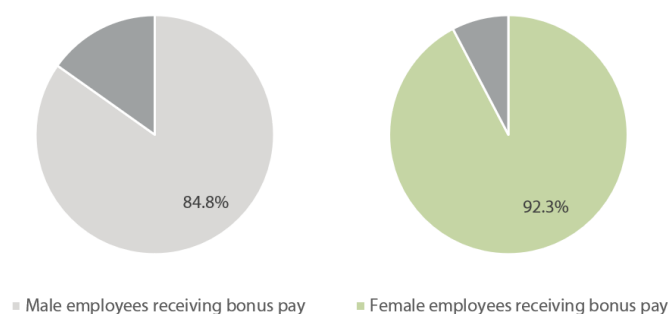
	Difference in bonus pay
Mean	77.4%
Median	53.3%

These bonus pay numbers are inherently volatile due to the potential for variable pay to change significantly from year to year. However, the relatively small proportion of women among our most senior employees (see section (i)), in combination with the fact that variable pay generally forms a significant proportion of overall potential remuneration for more senior employees, is also a key factor.

In addition, given that long-term incentive plan awards (which are included in the bonus pay figures) are generally made to the most senior employees only, any such awards vesting in the period to this small population can also significantly skew the overall differentials.

Proportion of employees receiving bonus pay

This analysis shows the percentage of male employees and female employees who received bonus pay during the year. During the 2024/2025 financial year we re-introduced bonus opportunities for Grade 1 employees which materially increased the proportion of both female and male employees receiving bonuses vs 2023/2024. We saw a higher turnover of male employees in the upper quartiles in the period which resulted in 92% of females receiving bonuses vs 85% of males.



What are we doing to address our gender pay gap?

As can be seen throughout this report, our Gender Pay Gap results are heavily influenced by the higher number of women in lower quartile manufacturing roles and higher percentages of males in the upper quartile in our UK business. We are committed to increasing the number of women in senior executive positions by developing our recruitment and succession planning processes and by retaining more women within the Company. At the time of filing this report, the Group (Avon Technologies plc) Executive Committee is currently 50% female, the highest ever female representation at this level of the Group and we endeavour to continue this progress at all levels of the organisation.

I confirm that the data above is accurate and that the statutory data is calculated in line with the methodology outlined in the regulations.

Kate Vizmes

Group Human Resources Director

April 2026
