

# 2017 GENDER PAY GAP REPORT

## LUXFER HOLDINGS PLC

At Luxfer Holdings PLC, we recognise the value in diversity as a key differentiator. As such, we are committed to actively and aggressively reducing our gender pay gap.

Luxfer Holdings PLC (the "Company") is the parent company of a group of companies incorporated across the world. All information contained in this report concerns the remuneration of UK colleagues of the Company only. Group entities incorporated in the UK with at least 250 colleagues as at the snapshot date (i.e. 5 April 2017) included Magnesium Elektron Limited and Luxfer Gas Cylinders Limited. Separate gender pay gap reports for each of these entities can be found at the following area of our website:

[www.luxfer.com/governance/](http://www.luxfer.com/governance/)

### Pay & Bonus Gap

	Difference between men and women	
	Mean	Median
Hourly fixed pay	17%	5%
Bonus paid	53%	-115%

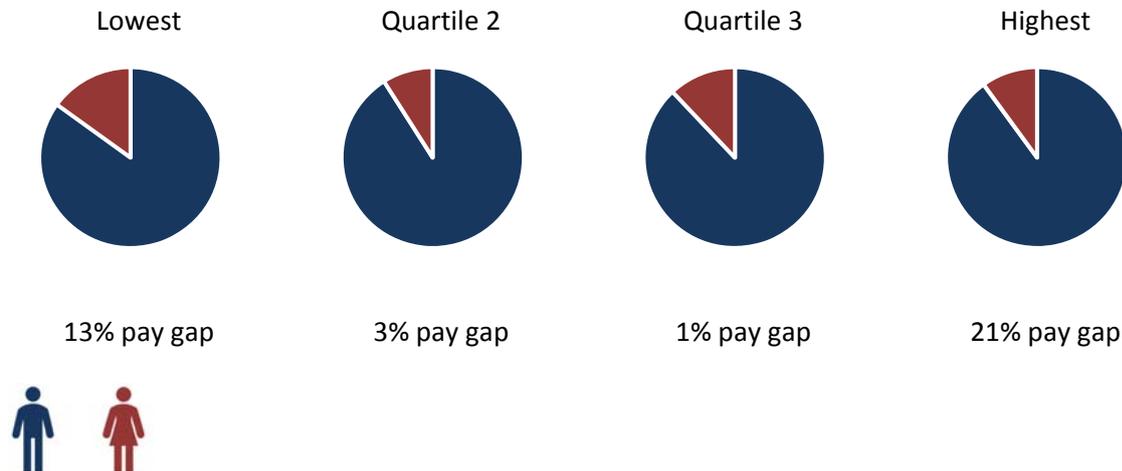
The table above shows the overall mean and median gender pay gap based on the Company's hourly rates of pay as at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women at the Company in the year up to 5 April 2017. This would be for the 2016 performance year in relation to the payment of a cash bonus, and in relation to 2016 and previous years for the awarding of share options, since the bonus calculation is based upon when an employee incurs a charge to income tax, which is derived from the point in time at which the employee chooses to exercise their share awards.

### Proportion of colleagues awarded a bonus



This shows a 7% difference between the number of men and women being paid a bonus for their performance in 2016, or previous years in the case of share awards.

## Pay Quartiles



The above charts illustrate the gender distribution at the Company across four equally sized quartiles, each containing just under 155 colleagues.

We firmly recognise and agree that men and women should be paid equally for doing equivalent jobs across our business and we are taking bold steps to rectify any discrepancies which may exist in our Company. At the point in time of these calculations, the two Executive Directors of the Company were both based in the UK and were both men. These Directors have since left the Company and at the time of this report the new Chief Executive Officer (Alok Maskara) and Chief Financial Officer (Heather Harding) are remunerated from the USA. Although neither are UK employees, the hire of Heather Harding to the senior position of Chief Financial Officer helps demonstrate the Company's commitment to shortening its global gender pay gap.

I confirm the data reported is accurate.

**Alok Maskara**  
Chief Executive Officer  
Luxfer Holdings PLC  
22 March 2018