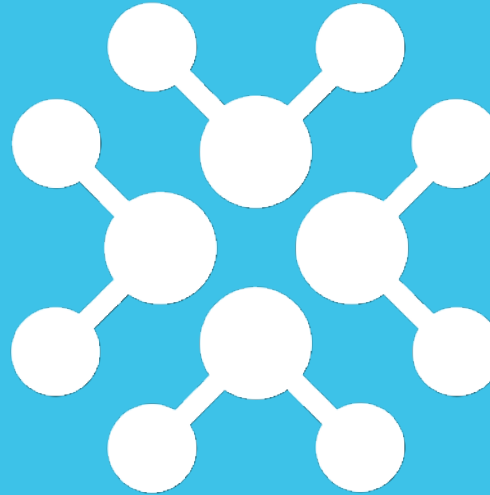


# Gender Pay Gap Report 2024





Our employees are the heart and soul of Tronox. Our technology and operational efficiency give us strong market presence in every corner of the world, but our extraordinary people set us apart. Our team is the most culturally and geographically diverse in the industry. Their deep expertise and talent are the foundation of our excellence.

Our Diversity & Inclusion vision for Tronox is an organization in which we lead and encourage a diverse workforce where each and every one of our employees feels valued and respected. This vision is supported by strategic pillars, such as building an inclusive and diverse workforce reflective of the communities we serve and maintaining our commitment to developing our diverse talent.

Tronox has always been a diverse organization, and we are proud of that. We want to renew our focus on inclusion because it's our people who make this company great. We want everyone to be included and to feel included.

Our CEO has pledged to be a visible leader who prioritises diversity and inclusion in everything he and his leadership team does: the way they work, speak, act and measure our success.

We will listen, learn and enhance based on the needs of the organization. We know what we must do to promote diversity and inclusion and drive the initiatives to create workplaces where employees feel comfortable and safe having conversations about diversity and inclusion.

## What is the Gender Pay Gap?

The gender pay gap is the difference in overall average earnings between males and females within an organisation, irrespective of the job they do, and the distribution of genders at different levels.

This is shown in this report through a number of key statistics, based on ordinary pay.

- Mean and Median Pay Gap
- Mean and Median Bonus Pay Gap
- Proportions of male and female employees in each of 4 quartiles

Gender pay is not the same as Equal Pay, which is the difference in pay between males and females who carry out the same or similar jobs.

## About this Report

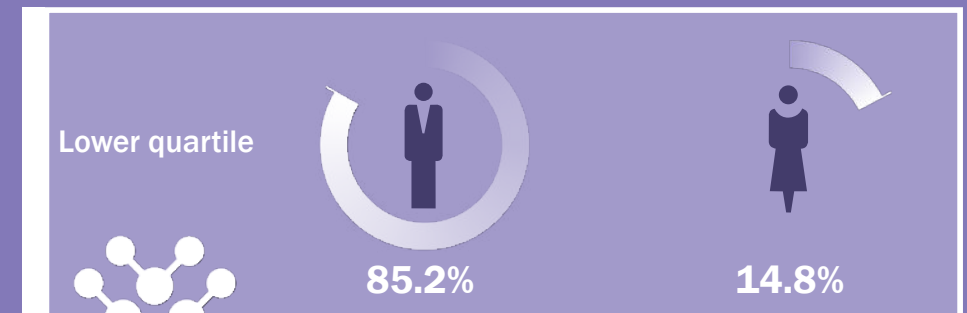
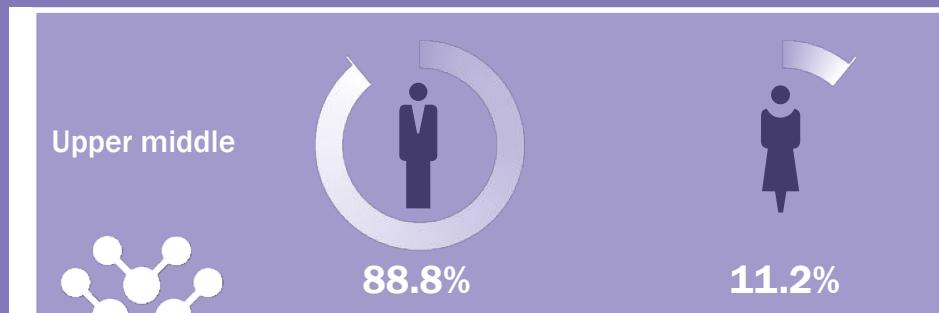
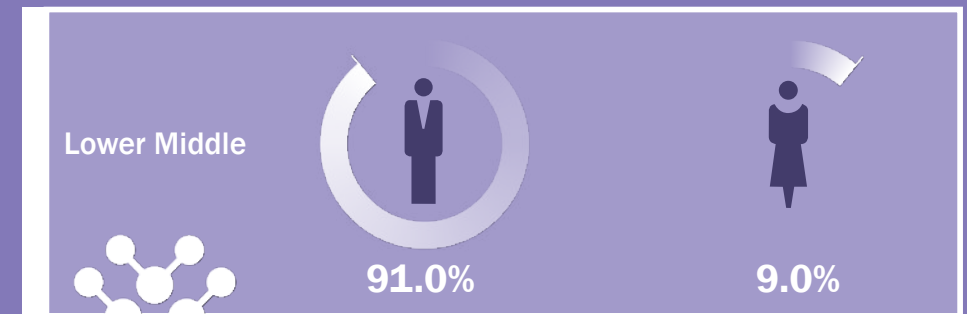
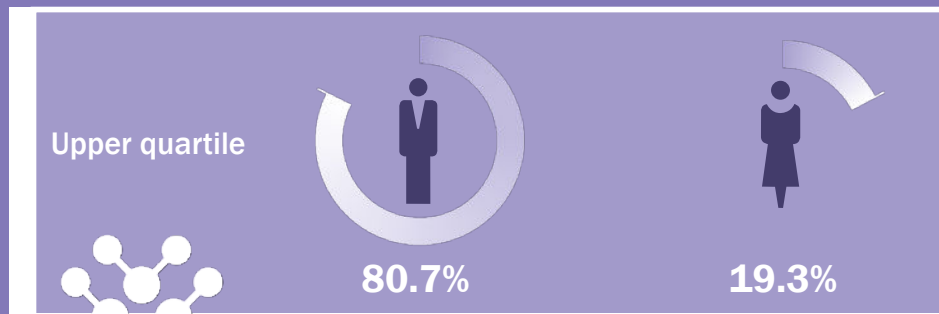
Tronox is a global organisation, employing around 6,500 people across six continents. This report has been prepared in line with the UK Gender Pay Gap Reporting regulations, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2. This report and all the statistics within it therefore relate to the UK Company only, Tronox Pigment UK Limited.



## Tronox's Results:

**Pay Quartiles** show the ratio of male and female employees at Tronox split across 4 quartiles. Quartiles represent the hourly pay rates from lowest to highest for all UK Tronox employees split into 4 equal sized groups, with the percentage of male and female employees in each quartile.

## Pay Distribution by Quartile



The ratio of male to female employees and the distribution of females across the four quartiles does have a bearing on the overall results. **58%** of our female employees are in the top two quartiles, indicating a good representation in more senior and professional positions however a much lower representation in the lower two quartiles.

## Total Employee Population Split:

Male  
86.4%



Female  
13.6%



**The Mean Pay Gap** is the difference in the average hourly pay for female employees compared to male employees in the company.

The mean pay for female employees at Tronox is **9.2% higher** than that of male employees.

**The Median Pay Gap** represents the middle point of a population. To explain this further, if you lined up all the male employees at Tronox, in order of pay from lowest to highest, then you lined up all the female employees at Tronox in the same way, the median pay gap is the percentage difference between the pay of the middle man compared with the pay of the middle woman.



The Median pay for female employees in Tronox is **4.9% higher** than that of male employees.

**Did you know?** The **national** gender median pay gap for female employees is **6.0% lower** than that of male employees.  
(Office for National Statistics April 2024 for all industries and sectors)

**The Mean Bonus Pay Gap** is the difference between the mean (average) value of bonuses for all male employees in the organisation and the mean value of bonuses for all female employees, expressed as a percentage.

All Tronox employees have the potential to be awarded an annual bonus, as long as they meet the performance and qualifying period.



The mean bonus pay for female employees at Tronox is **35.1% higher** than that of male employees.

The mean bonus pay gap is influenced by the high proportion of females in professional roles at Tronox, who have the opportunity to achieve higher bonus payments; which are linked to career levels.

**The Median Bonus Pay Gap** is calculated in the same way as the median pay gap however this time, for the value of bonuses.



The median bonus pay of female employees at Tronox is **125.12% higher** than that of male employees.

The median bonus percentage reflects the higher proportion of male employees in non-professional roles.

At Tronox we are a culturally driven, high-performance organization. An outward mindset allows us to see beyond ourselves and be accountable for the whole. Our corporate values guide our business operations and reinforce our commitment to deliver safe, quality, low-cost, sustainable tons for our customers and exceptional shareholder returns.

We understand that diversity drives innovation and strong business performance. For this reason, we aspire to foster an inclusive work environment. We live in a diverse world, we work in diverse communities, and we want our workforce to reflect the world we live in.

We value and respect the differences of every single employee at Tronox and we are committed to recruiting and developing the very best talent. We adopt a robust recruitment and selection process, which endeavours to identify and attract highly skilled professionals, engineers, operators and technicians. No account is taken of an individual's gender.

We use psychometric testing and competency based interviews to ensure we recruit, not only those that have the right skills for the job but also demonstrate the behaviours that reflect our culture of accountability and ownership.

When it comes to pay, our roles are evaluated to ensure that they are correctly set at a level commensurate with the skills and experiences required to fulfil the role effectively. We benchmark our salaries nationally against similar industries to give us the confidence that we offer an appropriate and competitive benefits package that will enable us to attract and retain the best talent.

We actively promote equality of opportunity throughout our business. These principles of fairness inform everything we do and, as a result, Tronox employees can expect to be recognised and rewarded based on their individual talents and contribution – regardless of their gender or background.



“Building an organisation with diverse, talented people who can make a positive difference is one of our core values. The success of our organisation is because of the respect we give all of our employees regardless of gender.

We are aware that the proportion of women within our industry is low, and we are committed to enhancing our diversity. Tronox continues to actively encourage, support and develop our female employees whilst also looking at ways in which we can inspire girls and young women to pursue a career in our industry. We do this through our active participation in events focused on encouraging women to consider a career in manufacturing, and through school engagement programs highlighting to all children the exciting opportunities that are available in Tronox.”

**Quote from Joanne Ward, HR Manager of Tronox’s UK operation.**

