

3M United Kingdom PLC – Gender Pay Gap Information, 2018

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures relate to the year ending 5 April 2018.

A: Gender Pay Gap

This data includes all permanent employees who have had no leave* in the pay period, and shows the difference between the average hourly pay** of male and female employees.

Mean Gender Pay Gap: 11 per cent (2017 = 14 per cent)

Median Gender Pay Gap: 6 per cent (2017 = 8 per cent)

* *'Leave' refers to maternity, paternity, sick leave and long term disability*

** *'Hourly pay' includes base pay and, where appropriate, 'at risk' pay, stock options, etc.*

B: Bonus Gender Pay Gap

This includes all permanent employees, regardless of leave status, and shows the difference between the average bonuses*** paid to male and female employees.

Mean Bonus Gender Pay Gap: 40 per cent (2017 = 49 per cent)

Median Bonus Gender Pay Gap: 35 per cent (2017 = 36 per cent)

*** *'Bonuses' include annual incentive plans, stock options, etc.*

C: Proportion of male and female employees receiving bonuses

This includes all permanent employees, regardless of leave status, and shows the percentage of male and female employees that were paid a bonus in the pay period.

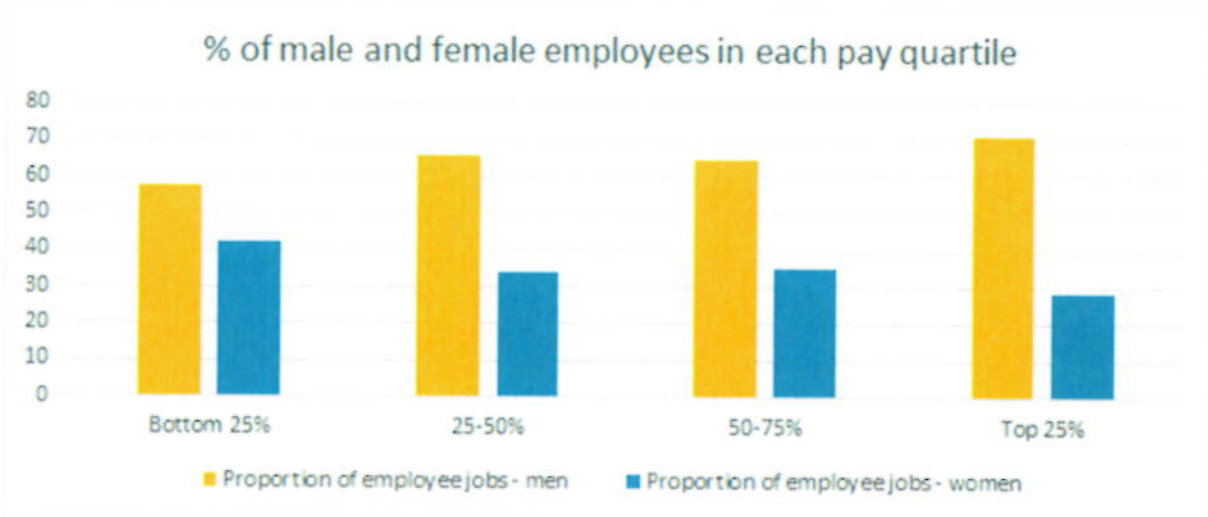
Male: 30 per cent (the same as 2017)

Female: 24 per cent (the same as 2017)

D: Male and Female Employees by Pay Quartile

This includes all permanent employees who have had no leave in the pay period, and shows the percentage of male and female employees in each pay quartile

Male and female employees by pay quartile



Narrative

The above figures include stock options exercised by eligible employees. Stock options can be exercised any time over a period of 10 years. The company has no control over when employees decide to exercise – but if they did so during the reporting period, those numbers are included in the above calculations.

We have determined that, if these were excluded from the above calculations, there would have been no change to either the Mean or Median Gender Pay Gap this year.

We have explored average pay by gender across all job groups and, with exercised stock options excluded, found no material difference between women and men's hourly rates.

In 2017 3M was honoured with a Catalyst Award for a global initiative to recruit, develop and advance women across the company. The award recognises companies that have a proven organisational approach that addresses the recruitment, development and advancement of all women. 3M was selected for its 'I'm in - Accelerating Women's Leadership' programme that focuses on the advancement of women and is an important component of the company's diversity and inclusion strategy.

Encouraging more females into Science, Technology, Engineering and Maths (STEM) roles at 3M and then supporting them in their future career development is one way in which we aim to achieve greater gender balance in more senior positions.

This will take time, but we are actively planning for the future. As a science-based technology company, our community programme in the UK and Ireland is focused on supporting the teaching of STEM subjects in schools and encouraging more students – particularly girls – into STEM careers. 3M uses its annual sponsorship of [British Science Week to promote STEM careers to Year 7 and 8 female students](#) – and, crucially, their parents, who can play an influential role in guiding their daughters' career direction.

We also sponsor the Science and Engineering category of WeAreTheCity's [Rising Stars Awards](#), which recognises inspiring female role models, and are a member of WISE (Women in Science and Engineering).

A handwritten signature in black ink, appearing to read 'Dave Pawson', with a long horizontal stroke extending to the right.

Dave Pawson
Human Resources Manager, North Europe Region
3M