



Bilton Road
Bletchley
Milton Keynes
Buckinghamshire
MK1 1HP

4 April 2024

For Public Viewing

Re: Gender Pay Gap Data Reporting – Sensient Flavors Ltd (UK)

I confirm the Gender Pay Gap Data published for Sensient Flavors Ltd (UK) through both the Gender Pay Gap Service and on Sensient's Corporate Governance homepage is accurate.

<https://gender-pay-gap.service.gov.uk/>

<https://www.sensient.com/about-us/corporate-governance>

Data snapshot date 5 April 2023.

Sincerely

A handwritten signature in blue ink that reads "M. E. George".

Michael (Mike) George
General Manager
Sensient Flavors Ltd
Mike.George@sensient.com

Gender Pay Gap Data – Sensient Flavors Ltd (UK)

- Mean hourly rate of pay: -0.3%
- Median hourly rate of pay: -16.69%
- Mean bonus pay: 12.34%
- Median bonus pay: 77%
- % employee received a bonus:
 - Male: 88.6%
 - Female: 81.8%

Gender Pay Gap Data – Sensient Flavors Ltd (UK)

Employees by pay quartile

- Upper:
 - Male: 69.2%
 - Female: 30.8%
- Upper middle:
 - Male: 75.8%
 - Female: 24.2%
- Lower middle:
 - Male: 53.8%
 - Female: 46.2%
- Lower quartile:
 - Male: 83.3%
 - Female: 16.7%