

2017 GENDER PAY GAP REPORT

MAGNESIUM ELEKTRON LIMITED

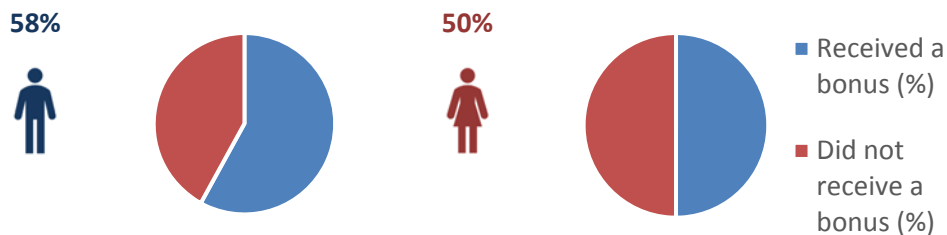
At Magnesium Elektron Limited, we recognise the value in diversity as a key differentiator. As such, we are committed to actively and aggressively reducing our gender pay gap.

Pay & Bonus Gap

	Difference between men and women	
	Mean	Median
Hourly fixed pay	15%	7%
Bonus paid	15%	10%

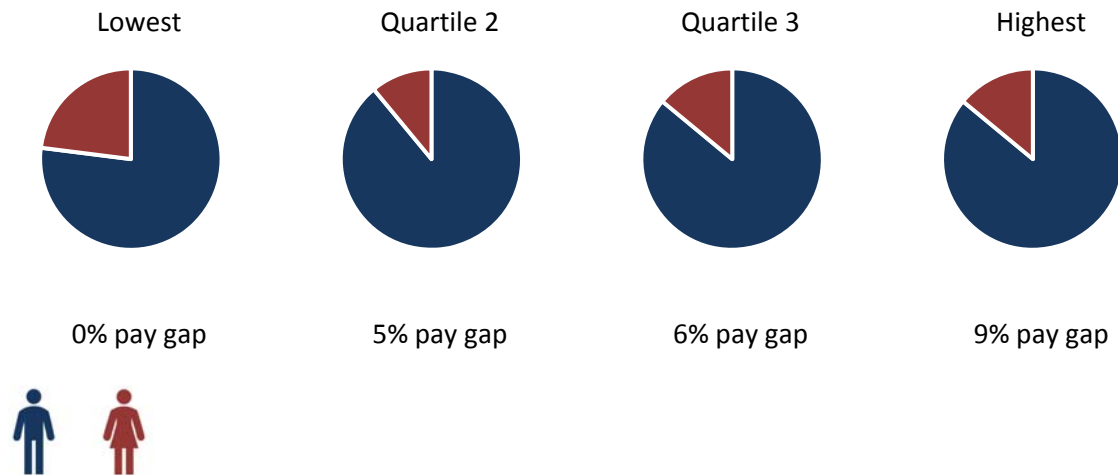
The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2017). It also captures the mean and median difference between bonuses paid to men and women at Magnesium Elektron Ltd in the year up to 5 April 2017. This would be for 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 an 8% 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 Magnesium Elektron Ltd across four equally sized quartiles, each containing around 65 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.

I confirm the data reported is accurate.

Alok Maskara
Chief Executive Officer
Luxfer Holdings PLC
22 March 2018