

GENDER PAY GAP 2020



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PAY DATA

DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 4% higher than men's	Women's median hourly rate is 6.9% lower than men's

When comparing mean hourly rates, women earn **£1.04 for every £1** men earn

When comparing median hourly rates, women earn **93.1p for every £1** men earn

PAY QUARTILES

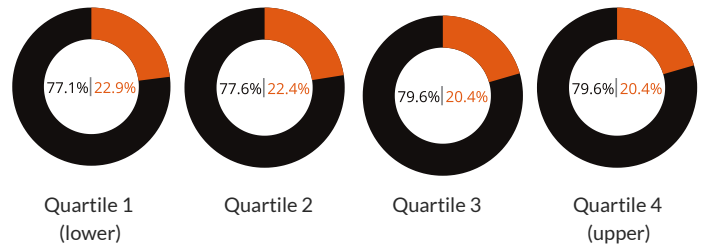
The image below shows the gender distribution at Ultimate Packaging when colleagues are placed into four equally sized quartiles based on pay



MALE



FEMALE



Proportion of male and female staff in quartiles

BONUS DATA

BONUS PAY GAP

MEAN	MEDIAN
Women's mean bonus pay is 60.5% lower than men's	Women's median bonus pay is 3.8% higher than men's

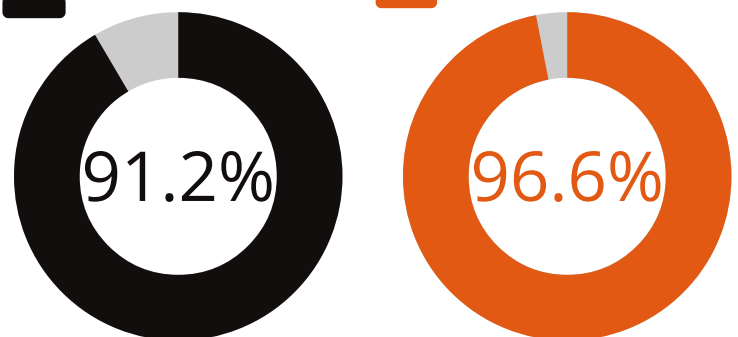
PROPORTION OF STAFF RECEIVING A BONUS PAYMENT



Proportion of men receiving a bonus payment



Proportion of women receiving a bonus payment



A message from **Jeremy Hodson**, Managing Director at Ultimate Packaging

In line with statutory regulations, Ultimate Packaging Limited (now ProAmpac Grimsby Limited) is publishing its annual Gender Pay Gap Report.

Ultimate Packaging Ltd. (now ProAmpac Grimsby Ltd.) is an equal opportunities employer, committed to enabling all employees to fulfil their potential. Our gender pay gap figures - when taken together and placed into context - reflect an organisation with a highly positive and inclusive culture and set of working practices. I will now take the opportunity to explain the implications of the report in further detail.

Regarding the mean hourly pay gap - this shows women having a slightly higher hourly rate in average than men, which reflects a high proportion of females in managerial positions. The median hourly rate gap is small and the fact that the mean and median hourly rate gaps are both narrow reflects our fair and supportive culture. The median hourly pay gap is primarily driven by the fact that Ultimate Packaging Ltd. comprises of a manufacturing site, where many of the roles are held by men, consistent with demographics in the wider manufacturing sector. Shift patterns associated with this environment, requiring employees to work unsociable hours, can attract higher hourly rates and women are less likely than men to work these patterns.

In relation to the mean bonus pay gap - we are aware that this may appear high, but it is important to place this into context. The mean bonus pay gap has been skewed by a male-dominated director bonus scheme. This accounts for a very small proportion of the overall workforce and so is not indicative of a discriminatory culture within the organisation at large. We are absolutely committed to ensuring that female staff realise their full potential in terms of seniority and this is reflected by the earlier reference to a high proportion of female managers within the business.

The median bonus pay gap supports the fact that the mean difference in bonus pay is an anomaly; bonuses are readily available to female employees in the business. The accessibility of bonuses to females within the organisation is highlighted by the fact that over 95% of females received a bonus in the 12 months before 5 April 2020.

The pay quartile percentage splits by gender are very even across the four. Each of the quartiles contains a significantly higher percentage of male employees than female ones. This reflects the nature of the industry within which our organisation is engaged and the applicants that the available roles attract. The evenness of the pay quartile percentage splits is further evidence of our commitment to gender equality; females are represented around as much in the highest quartile as in the lowest one.

Jeremy Hodson

Jeremy Hodson | Managing Director | Ultimate Packaging