

Gender Pay Gap Report: 2018

Context

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, businesses with more than 250 employees are required to publish data about their gender pay and this report reflects the calculations required under this legislation.

Company

Plastipak UK Ltd operates within the manufacturing sector as a market leader in the production of PET preforms and bottles. The details contained in this report are based on data as at 5 April 2018. At this date Plastipak UK Ltd employed 298 people with 252 being male and 46 being female covering both our European Head Office and the Manufacturing Plant in North Wales.

Gender Pay Gap Calculations

These calculations are in line with the requirements of the UK Regulations which require the publishing of the following:

- The median gender pay gap
- The mean gender pay gap
- The median bonus gender pay gap
- The mean bonus gender pay gap
- The proportion of males and females receiving a bonus payment
- The proportion of males and females in each quartile pay band



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Gender Pay Gap % and Gender Bonus Pay Gap %

The table below shows both the median and mean measures for both pay and bonus pay. The median represents the typical situation and is not distorted by small or large pay rates or bonuses. The mean is commonly known as the “average”.

The gender gap on pay on both the median and mean measure is driven by the majority male workforce, with the difficulty of attracting females into manufacturing. Senior Managers who are predominantly male receive proportionally larger remuneration packages.

Both the median and mean pay gap percentages have shown an improvement on 2017 figures.

The zero gap on the median measurement for bonus pay is typical as this will be driven by the Plant Bonus.

The 71.9% gap on the mean bonus pay is partly driven by the lower representation of females at senior levels, the nature of incentive plans and the coverage of Head Office Roles which encompass responsibility for the wider European business.

Measure	Gender Pay Gap %	Gender Bonus Pay Gap %
Median	8.5%	0%
Mean	10.6%	71.9%



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The Proportion of Males and Females Receiving a Bonus Payment

The table below shows 97.2% males received a bonus compared to 82.6% of females. These numbers are influenced by eligibility and performance factors.

Male	Female
97.2%	82.6%

The Proportion of Males and Females in Each Quartile Pay Band

The table below shows females spread across all four quartiles. These numbers continue to be influenced by the difficulty of recruiting female candidates into Manufacturing, particularly on the Technical, Engineering and Management categories. In addition there has been little recruitment activity during the gender pay review period.

Quartile	Male %	Female %
Lower Quartile	77.3%	22.7%
Lower Middle Quartile	86.5%	13.5%
Upper Middle Quartile	86.7%	13.3%
Upper Quartile	87.8%	12.2%



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The Future

As part of the 9 Plastipak values, we believe that Diversity enriches the workplace and encourage and respect the right to a business free of discrimination within our Code of Conduct. Decisions on recruitment, salaries, benefits and advancement are solely based on an individual's ability to do the job.

We will continue to promote a change in perception of Manufacturing which will in turn encourage more females to apply for employment. We do this through channels such as the "Make it" Event held in conjunction with the Manufacturing Institute which we have supported for the last 3 years.

Female employees continued to make up 22% of the Factory Senior Leadership Team. In our middle management (M3 level) females representation increased to 27% of the population in the group. We will continue to strive to improve these numbers.

Declaration

I hereby confirm that the information set out in this report as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is accurate.



Frank Pollock
Director

5th March 2019



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