

Plastipak UK Limited

Gender Pay Report 2019



Gender Pay Gap Report: 2019



DIVERSITY
Enrich the workplace

Context

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, businesses 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 2019. At this date Plastipak UK Ltd employed 276 people with 235 being male and 41 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

Gender Pay Gap Report: 2019



DIVERSITY
Enrich the workplace

Gender Pay Gap % and Gender Bonus Pay Gap %

The table below shows both the median and mean measures for both pay and bonus pay. 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 (85%), 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 2018 figures, with the median being 5.6% versus 8.5% in 2018, and 1.3% versus 10.6% on the mean in 2018, partly driven by structural changes.

The zero gap on the median measurement for bonus pay is typical as this will be driven by the Plant Bonus and is the same as 2018.

The Mean bonus pay shows a -7.9% gap which is again partly driven by structural changes.

Measure	Gender Pay Gap %	Gender Bonus Pay Gap %
Median	5.6%	0%
Mean	1.3%	-7.9%



Gender Pay Gap Report: 2019



DIVERSITY

Enrich the workplace

The Proportion of Males and Females Receiving a Bonus Payment

The table below shows 90.2% males received a bonus compared to a slightly higher number of 92.7% of females. These numbers are influenced by eligibility and performance factors.

Male	Female
90.2%	92.7%

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. It is worth noting that the upper quartile for females, has increased to 20.3% compared to 12.2% in 2018..

Quartile	Male %	Female %
Lower Quartile	78.3%	21.7%
Lower Middle Quartile	89.9%	10.1%
Upper Middle Quartile	92.8%	7.2%
Upper Quartile	79.7%	20.3%



Gender Pay Gap Report: 2019



DIVERSITY
Enrich the workplace

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.

During the reporting period we again held the "Make Event" in conjunction with the Manufacturing Institute, which we hope will continue to support a change in perception of Manufacturing by females.

Female employees continue to make up 22% of the Factory Senior Leadership Team, with 27% represented at our middle management level (M3 level) We 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.

A handwritten signature in black ink, appearing to read "Frank Pollock".

Frank Pollock
Director

March 24th., 2020

