

Plastipak UK Limited

Gender Pay Report 2021



Gender Pay Gap Report: 2021



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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 2021. At this date Plastipak UK Ltd employed 257 people with 220 being male and 37 being female covering both our European Head Office and the Manufacturing Plant in North Wales. The numbers employed have reduced compared to the prior year due to a restructuring programme which has impacted our results.

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. 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 continues to be driven by a majority male workforce (85.6%), with the difficulty of attracting females into manufacturing.

The mean gender pay gap for 2021 was 3.7% with a median of 9.9%

The mean bonus pay gap for 2021 was -24.8% with a median of -6.7%

Measure	Gender Pay Gap %	Gender Bonus Pay Gap %
Median	9.9%	-6.7%
Mean	3.7%	-24.8%

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The Proportion of Males and Females Receiving a Bonus Payment

The table below shows 95.5% males received a bonus compared to 97.3% of females. These numbers are influenced by eligibility and performance factors.

Male	Female
95.5%	97.3%

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 females into Manufacturing, particularly in the Technical, Engineering and Management categories.

Quartile	Male %	Female %
Lower Quartile	81.5%	18.5%
Lower Middle Quartile	87.5%	12.5%
Upper Middle Quartile	89.1%	10.9%
Upper Quartile	84.4%	15.6%



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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.

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 'Pedro Martins'.

Pedro Martins
Executive Managing Director Europe

March 15th 2022

