

# Gender Pay Gap Report: 2017

## 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 2017. At this date Plastipak UK Ltd employed 318 people with 269 being male and 49 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.

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

The 70.4% 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	10.1%	0%
Mean	13.4%	70.4%



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### The Proportion of Males and Females Receiving a Bonus Payment

The table below shows 90.3% males received a bonus compared to 85.7% of females. These numbers are influenced by eligibility and performance factors.

Male	Female
90.3%	85.7%

### The Proportion of Males and Females in Each Quartile Pay Band

The table below shows females spread across all four quartiles. These numbers are influenced by the difficulty of recruiting female candidates into Manufacturing, particularly on the Technical, Engineering and Management categories.

Quartile	Male %	Female %
Lower Quartile	75.9%	24.1%
Lower Middle Quartile	84.8%	15.2%
Upper Middle Quartile	90.0%	10.0%
Upper Quartile	87.5%	12.5%



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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 2 years.

The last year has seen an increase in the number of female employees on the Factory Senior Leadership Team which now stands at 22%. In our next middle management (M3 level) females represent 24% of the population. We will 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.



Martin Hargreaves  
Managing Director

29<sup>th</sup> March 2018



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