

# UK Gender Pay Reporting 2024 - Saica Flex UK

## Company

Saica Flex UK is part of the Saica Group where we provide sustainable solutions in containerboard and flexible packaging, as well as environmental services to reach customers circular economy targets, maximising the performance of the available resources.

We employ over 10,000 people in the Group as a whole across and circa 435 in Saica Flex UK in 5 locations across the UK.

## Our Total UK Pay Gap

On average (mean), male employees earned

**1%**



more than female employees

2023 3%

The median pay gap shows male employees earned

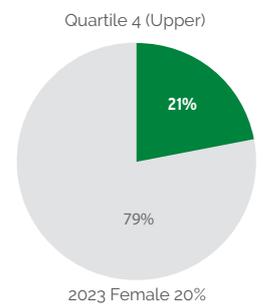
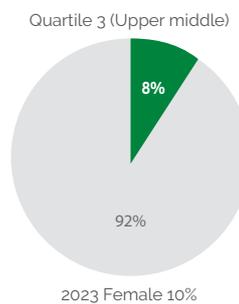
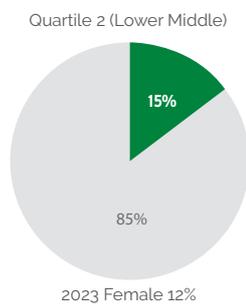
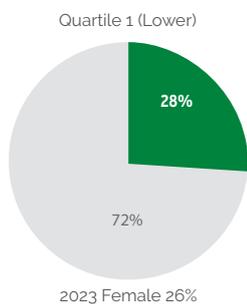
**9%**



more than female employees

2023 10%

## Our Total UK Pay Quartiles



Male Female

## Understanding our Gender Pay differences

The mean pay difference is that men earn 1% more, this is reduced from last year when the gap was 3% in favour of men. The median pay difference is 9% in favour of males, which is also reduced from last year, where men earned 10% more; noting that both are below the ONS 2024 report of a 13.1%\* in favour of men across the UK. The main reason for our pay differential is as our primary population are in manufacturing roles which are more often men, in line with the demographics in the manufacturing sector overall. These roles typically include shift premiums and women have typically been less likely than men to choose to work these patterns, which include 12 hour shifts and weekend working.

For Saica Flex the overall pay gap has fluctuated from males earning 8% more than females in 2020 to females earning 4% more in 2021 and 2% more in 2022, with a drop to 3% less than males for 2023. These changes have typically been due to variations in the number of females employed at more senior levels within the organisation.

With respect to bonus payments, the mean comparisons show females have higher levels by 140% and in regard to the median comparison, the gap is 42% in favour of women. Bonus is heavily affected by outliers in the population and adjusting for this would reduce this gap. The bonus difference also reflects the fact that there are proportionally more men on plant bonus schemes which have a lower overall level of payment than individual bonus payments with a reference to individual objectives.

Saica Flex UK has an overall split of 18% female to 82% male employees. When looking at the pay quartiles females are overrepresented in the lower and upper quartiles and underrepresented in the middle quartiles. This underrepresentation in the middle quartiles represents the fact that women tend not to choose production or shift-based roles which make up the majority of positions in these quartiles. This is similar to the 2023 reported figures.

Saica Flex's gender pay gap is influenced by workforce demographics and job role preferences and it is encouraging to see a decrease in the pay gap from 2023 to 2024. The bonus pay gap favours women but is skewed by outliers and manufacturing bonus structures where males are dominant but payments smaller.

## Principles of diversity at Saica

At Saica, we are committed to fostering a workplace where every employee can reach their full potential and be recognised based on their skills, attributes, and contributions, free from bias or irrelevant factors. Teamwork is fundamental, and we ensure that all employees are treated with equal respect and given the same opportunity to contribute to our success.

These principles are embedded in the Saica Group Code of Ethics and Regulatory Compliance and our Equality Inclusion, Human Rights, and Diversity Policy, which was updated in October 2024.

## Our Total UK Bonus Gap

**47%**



of female employees received a bonus  
2023 33%

Average (mean), female bonus payments were

**140%**



higher than male bonus payments  
2023 246%

**67%**



of male employees received a bonus  
2023 50%

Median male bonus payments were

**18%**



higher than female bonus payments  
30% lower in 2023

## View on the Future

At Saica, we take pride in fostering an inclusive environment where every individual has the opportunity to reach their full potential. Ethics and diversity are core values that guide us, but we recognise that our workforce has a long-standing gender imbalance in key roles.

To address this, we are committed to increasing female representation in our manufacturing workforce and improving the overall proportion of women across all areas of our business. Saica Group set gender diversity targets in 2023 which are to be achieved by 2030. To support these goals, we have introduced an Equality Plan in the UK, which will be monitored and reviewed regularly to track progress and ensure meaningful change.

I confirm the data in this report is accurate according to the snapshot information of 05 April 2024.

Karen Bain  
People Director UK&I, Benelux  
Document Dated April 2025



# UK Gender Pay Reporting 2024 - Saica Pack UK

## Company

Saica Pack UK is part of the Saica Group where we provide sustainable solutions for corrugated board and packaging, developing circularity in waste management. With 108 plants in 11 Countries across the 4 divisions of Pack, Paper, Natur and Flex, we continue to grow year on year.

We employ over 10,000 people in the Group as a whole and over 1200 in Saica Pack UK across 9 sites.

## Our Total UK Pay Gap

On average (mean), male employees earned

**8%**



more than female employees

2023 7%

The median pay gap shows male employees earned

**10%**

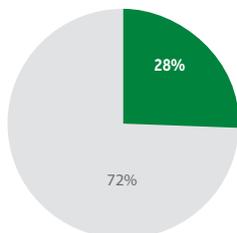


more than female employees

2023 17%

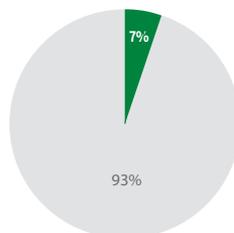
## Our Total UK Pay Quartiles

Quartile 1 (Lower)



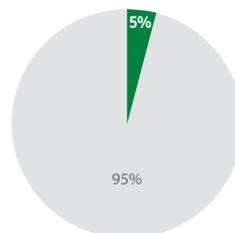
2023 Female 24%

Quartile 2 (Lower Middle)



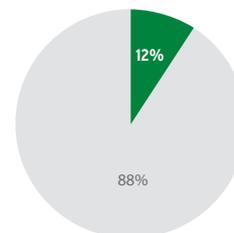
2023 Female 7%

Quartile 3 (Upper middle)



2023 Female 7%

Quartile 4 (Upper)



2023 Female 11%

Male Female

## Understanding our Gender Pay differences

The mean pay difference is that men earn 8% more, which is increased slightly from 7% last year. The median pay difference is 10% which is reduced from 17% in 2023, and both are below the ONS 2024 report of 13.1% across the UK. The main reason for our pay gap is as our primary population are in manufacturing roles which are more often men, in line with the demographics in the manufacturing sector overall. These roles typically include shift premiums and women have typically been less likely than men to choose to work these patterns.

In bonuses, the mean comparisons show males earned on average 9% more in 2024 and in regards to the median comparison, the gap is 1% in favour of men. This is changed from last year where bonus earnings on average were higher for women based on both mean and median comparisons. The primary reason for this year on year change is due to fewer plant level bonuses being paid in 2024 which tend to be lower in value and result in a larger number of bonus payments to males due to the overall number of male employees across the operational areas of the organisation. When looking at pay quartiles, females are overrepresented in the lower quartile, underrepresented in the middle quartiles and in the upper quartile the representation is broadly in line with the overall proportion of males and females in the organisation. This underrepresentation in the middle quartiles represents the fact that women tend not to choose production or shift based roles which make up the majority of positions in these quartiles.

I confirm the data in this report is accurate according to the snapshot information of 5th April 2024

Karen Bain  
People Director UK&I, Benelux  
Document Dated April 2025

## Principles of diversity at Saica

Ingrained in the ethics of our Company, we want Saica to be a company in which each employee can best develop their potential and be recognised for this regardless of any irrelevant characteristic. Working as a team is fundamental so all employees will be treated with equal respect and will have an equal opportunity to contribute fully to Saica's success based on their individual skills, attributes and capabilities. These values are enshrined in the Saica Group Code of Ethics and Regulatory Compliance as well as our Equality, Inclusion, Human Rights and Diversity policy which was updated during 2024.

## Our Total UK Bonus Gap

**49%**



of female employees received a bonus  
2023 65%

**44%**



of male employees received a bonus  
2023 66%

Average (mean), male bonus payments were

**9%**



higher than female bonus payments

Median bonus payments, male employees received

**1%**



more than females

## View on the Future

We believe we have strong ethics and diversity as existing values at Saica so at heart believe we foster the environment for every individual to have the opportunity to reach their potential.

We can see in our demographics that over a long period we have a gender imbalance in core roles and we are working hard to encourage more females into our main population of manufacturing roles and to increase the overall proportion of women that we employ compared to men. To this end, Saica Group has committed to gender diversity targets to improve the proportion of female employees across all areas by 2030. An equality plan has been introduced in the UK to support the delivery of the objectives and progress towards achievement of these targets will be monitored and reviewed regularly.

