

UK Gender Pay Reporting 2020 - 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 115 sites and almost 500 in Saica Flex UK in 6 locations across the UK.

Principles of diversity at Saica

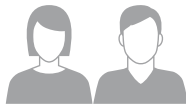
Ingrained in the ethics of our Company, we want Saica to be a company in which each worker can best develop their potential and be recognised for this regardless of any irrelevant characteristic.

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.

Our Total UK Pay Gap

On average (mean), female employees earned

8%



less than male employees

The median pay gap shows female employees earned

13%



less than male employees

Our Total UK Bonus Gap

35%



of female employees received a bonus

29%



of male employees received a bonus

Average (mean), female bonus payments were

167%



higher than male bonus payments

Median female bonus payments were

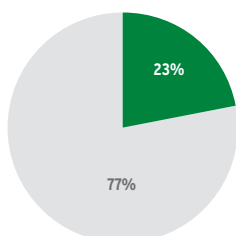
385%



higher than male bonus payments

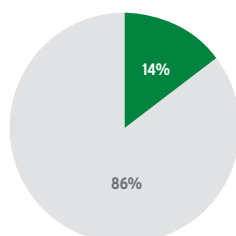
Our Total UK Pay Quartiles

Quartile 1 (Lower)



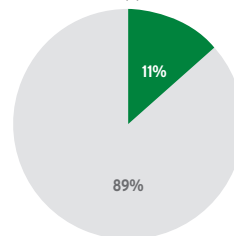
2019 Female 21%

Quartile 2 (Lower Middle)



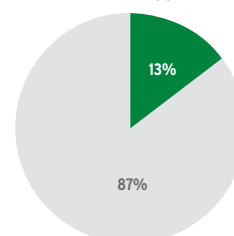
2019 Female 13%

Quartile 3 (Upper middle)



2019 Female 12%

Quartile 4 (Upper)



2019 Female 14%

Male Female

Understanding our Gender Pay differences

The mean pay difference within Saica Flex UK is that women earn 8% less than men which is slightly higher than the ONS reported average pay gap of 7.4%. The primary reason behind this is that the main population of employees within Saica Flex UK are within manufacturing and these roles are more often taken by men, in line with the demographics in the manufacturing sector overall. All of our manufacturing operations operate on a shift basis and therefore salaries within these roles include recognition of the fact that shifts patterns include working nights and weekends.

The mean pay gap for Saica Flex UK has increased from 5% in 2019 and this shift is due to a reduction in the number of production based roles over the period which has largely affected roles occupied by men in the lowest pay quartile. This has resulted in an increase in the proportion of women in this quartile and a small reduction in the proportion of women overall in the higher pay categories rather than as a result of changes to pay rates. This also explains the shift in median pay gap from 5% in 2019 to 13% in 2020.

With respect to bonus payments, there is a slightly greater proportion of female employees who receive a bonus, and both the mean and median bonus payments are higher for females than males. However, the mean payment is heavily affected by outliers in the population and adjusting for this would remove this gap. The median gap is caused as within the male bonus recipients a greater proportion participate in a local bonus arrangement which has a lower overall entitlement level.

Saica Flex UK has an overall split of 15% female to 85% male employees. When looking at the pay quartiles females are overrepresented in the lowest quartile. This is a slight increase on 2019 due to a reduction in male dominated Operator roles which fall into this quartile. Female employees are slightly underrepresented in the upper pay quartiles although there is only minimal change from 2019.

View on the Future

Saica's values incorporate ethics, diversity, equality and fairness at their heart and therefore I am confident that all of our workplaces work hard to foster an environment where every employee can reach their full potential. We believe our internal and external recruitment processes, pay and progression processes at every level are gender neutral and therefore equality of opportunity is ensured for all employees.

However, we can see that our demographics reflect broader societal norms for manufacturing operations and it remains an opportunity for us to identify ways to encourage more gender diversification in roles typically preferred by males and females, e.g. encouraging more interest from females into production roles and more interest from males into service related roles.

I confirm the data in this report is accurate according to the snapshot information of 5th April 2020

Duncan Lawrence
HR Director UK&I



UK Gender Pay Reporting 2020 - Saica Pack UK

Company

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

We employ over 10,000 people in the Group as a whole and over 1500 in Saica Pack UK from 15 geographically diverse locations.

Principles of diversity at Saica

Ingrained in the ethics of our Company, we want Saica to be a company in which each worker 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.

Our Total UK Pay Gap

On average (mean), male employees earned

8%



more than female employees

2019 9%

The median pay gap shows male employees earned

9%



more than female employees

2019 7%

Our Total UK Bonus Gap

72%



of female employees received a bonus
2019 35%

74%



of male employees received a bonus
2019 33%

Average (mean), female bonus payments were

1%



higher than male bonus payments

Median male bonus payments were

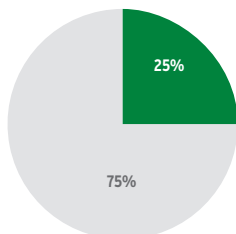
43%



higher than female bonus payments

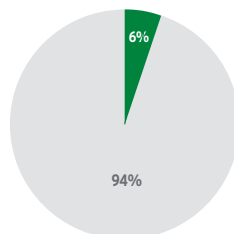
Our Total UK Pay Quartiles

Quartile 1 (Lower)



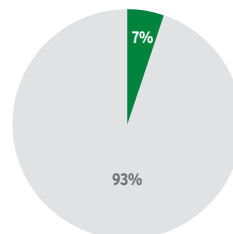
2019 Female 21%

Quartile 2 (Lower Middle)



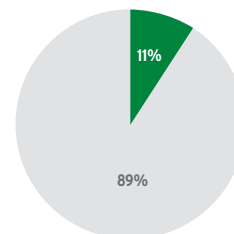
2019 Female 13%

Quartile 3 (Upper middle)



2019 Female 12%

Quartile 4 (Upper)



2019 Female 14%

Male Female

Understanding our Gender Pay differences

The median pay difference is that men earn 9.0% more. This is below the ONS 2020 report of 15.5% across the UK. The main reason for this is that 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 are less likely than men to work these patterns.

In bonuses, the mean comparisons show females have higher levels by 1% and in regards to the median comparison, males is higher by 43%. The mean bonus result reflects the business performance in 2019 (bonuses paid in 2020), where the higher management bonuses, including proportionately more females, were affected to a greater extent. The median bonus figures reflect the higher proportion of male employees in plant operations bonus schemes.

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 an imbalance in core roles and need to review whether there are ways to encourage more females into our main population of manufacturing roles and review our recruitment sourcing.

We believe our external and internal selection processes, and pay progression processes at every level are gender neutral so we should continue to provide equal opportunity in that way.

I confirm the data in this report is accurate according to the snapshot information of 5th April 2020

Duncan Lawrence
HR Director UK&I

