

UK Gender Pay Reporting 2021 - 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

4%



more than male employees

The median pay gap shows female employees earned

1%



less than male employees

Our Total UK Bonus Gap

38%



of female employees received a bonus

32%



of male employees received a bonus

Average (mean), female bonus payments were

176%



higher than male bonus payments

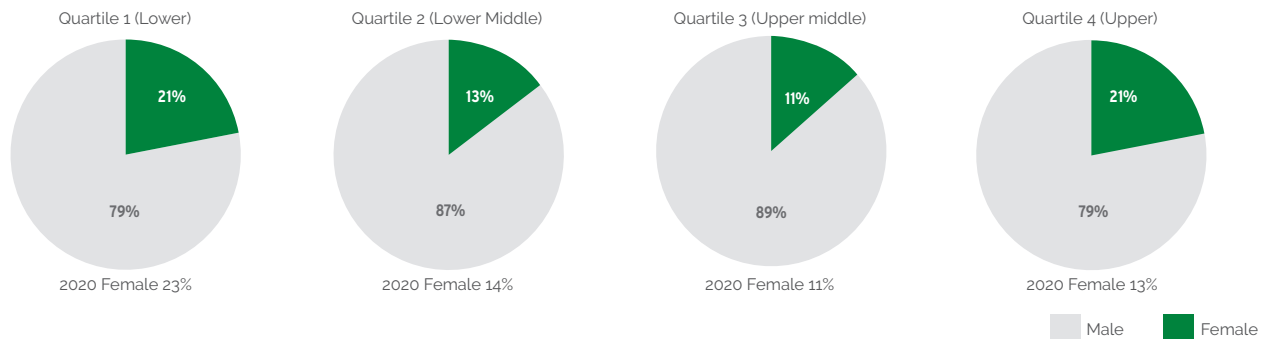
Median female bonus payments were

536%



highest than male bonus payments

Our Total UK Pay Quartiles



Understanding our Gender Pay differences

The mean pay difference within Saica Flex UK is that women earn 4% more than men which is in contrast to the ONS reported average pay gap of 7.9% and is improved from 12 months ago when the gap was 8% in favour of men. The reason behind this change is due to a proportional increase in the number of women and decrease in the number of men employed in Saica Flex over that period, in particular at more senior levels in the organisation. This also explains the reduction in the median pay gap for Saica Flex UK which has decreased from 13% in favour of women in 2020 to 1% in favour of men in 2021.

With respect to bonus payments, the picture is similar to 2020. A slightly greater proportion of female employees 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 16% female to 84% male employees. When looking at the pay quartiles females are slightly overrepresented in the lower and upper quartiles and slightly underrepresented in the middle quartiles. This is a modest improvement on 2020 and this improvement reflects the reduction in the pay gap across the organisation.

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.

We still see that our demographics reflect broader societal norms for manufacturing operations and we continue to be committed to supporting and encouraging 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 2021

Duncan Lawrence
HR Director UK&I



UK Gender Pay Reporting 2021 - 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 11 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

7%



more than female employees

2020 8%

The median pay gap shows male employees earned

7%



more than female employees

2020 9%

Our Total UK Bonus Gap

64%



of female employees received a bonus
2020 72%

Average (mean), male bonus payments were

3%



higher than female bonus payments

65%



of male employees received a bonus
2020 74%

Median male bonus payments were

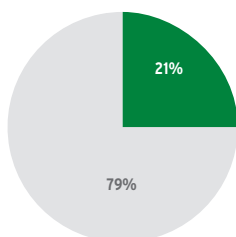
2%



lower than female bonus payments

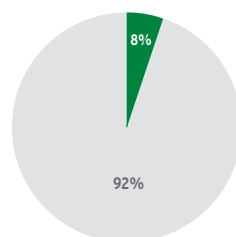
Our Total UK Pay Quartiles

Quartile 1 (Lower)



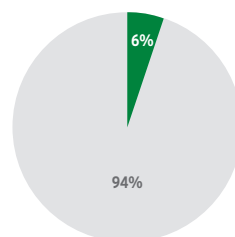
2020 Female 25%

Quartile 2 (Lower Middle)



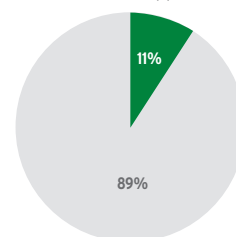
2020 Female 6%

Quartile 3 (Upper middle)



2020 Female 7%

Quartile 4 (Upper)



2020 Female 11%

Male Female

Understanding our Gender Pay differences

The median pay difference is that men earn 7% more. This is below the ONS 2021 report of 15.4% 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 males have higher levels by 3% and in regards to the median comparison, females is higher by 2%. The mean bonus result reflects the business performance in 2020 (bonuses paid in 2021), where the lower management bonuses than the prior year, including proportionately more females, were affected to a greater extent.

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 need to review whether there are ways to encourage more females into our main population of manufacturing roles as well as more senior management roles. In manufacturing increased automation and factory investment should lead to wider interest in our job opportunities.

Our candidate sourcing is now largely on-line so more easily accessible, plus 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 2021

Duncan Lawrence
HR Director UK&I

