

UK Gender Pay Reporting 2019 - 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 across 115 sites, and over 1500 in Saica Pack UK from 16 geographically diverse locations.

Our Total UK Pay Gap

On average (mean), male employees earned

9%



more than female employees

2018 9%

The median pay gap shows male employees earned

7%

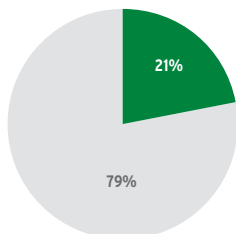


more than female employees

2018 7%

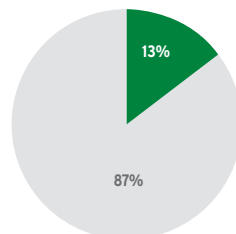
Our Total UK Pay Quartiles

Quartile 1 (Lower)



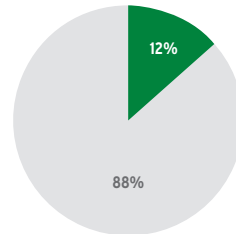
2018 Female 22%

Quartile 2 (Lower Middle)



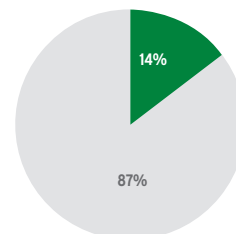
2018 Female 7%

Quartile 3 (Upper middle)



2018 Female 5%

Quartile 4 (Upper)



2018 Female 10%

Male Female

Understanding our Gender Pay differences

The median pay difference is that men earn 9.0% more. This is below the ONS 2019 report of 17.3% 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 10% and in regards to the median comparison, the figure is identical (0% difference) This reflects the business performance in 2018 (bonuses paid in 2019), which were depressed and the higher management bonuses, including proportionately more females, were affected to a greater extent.

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 Bonus Gap

35%



of female employees received a bonus
2018 65%

33%



of male employees received a bonus
2018 61%

Average (mean), male bonus payments were

10%



higher than female bonus payments

2018 1%

Median male bonus payments were

0%



lower than female bonus payments

2018 21%

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.

UK Gender Pay Reporting 2019 - Saica Flex UK

Company

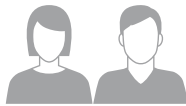
Saica Flex UK in part of the Saica Group where we provide sustainable solutions in containerboard and flexible packaging, as well as environmental services to reach customers circular economy targets, maximising the performance of the available resources.

We employ over 10,000 people in the Group as a whole across 115 sites and almost 550 in Saica Flex UK in 6 locations across the UK.

Our Total UK Pay Gap

On average (mean), male employees earned

5%



more than female employees

The median pay gap shows male employees earned

5%



more than female employees

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 Bonus Gap

27%



of female employees received a bonus

33%



of male employees received a bonus

Average (mean), male bonus payments were

236%



higher than female bonus payments

Median male bonus payments were

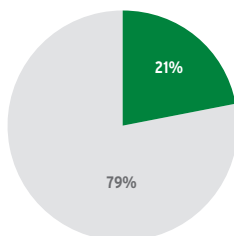
0%



lower than female bonus payments

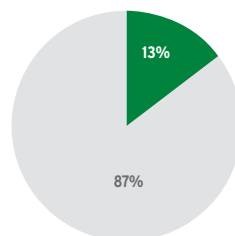
Our Total UK Pay Quartiles

Quartile 1 (Lower)



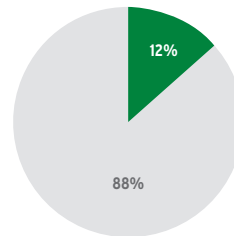
2018 Female 22%

Quartile 2 (Lower Middle)



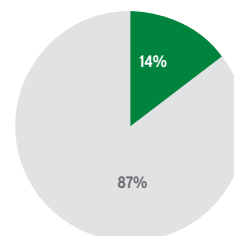
2018 Female 7%

Quartile 3 (Upper middle)



2018 Female 5%

Quartile 4 (Upper)



2018 Female 10%

Male Female

Understanding our Gender Pay differences

The mean and median pay difference within Saica Flex UK is that men earn 5% more than women. This is below the ONS reported figure of an average pay gap of 8.9% between men and women across the UK in 2019. The primary reason behind this is that the primary population of employees within Saica Flex UK are within manufacturing and these roles are more often men, in line with then 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 include working nights and weekends. Such as shift patterns are also typically less likely to be preferred by women.

In bonuses, at a mean level, the figure is in favour of women and heavily affected by outliers in the population. At the median level there is no difference between male and female bonuses which indicates that bonus levels are typically similar when specific unique arrangements are expected.

Saica Flex UK has an overall split of 15% female to 85% male employees. When looking at the pay quartiles, females are slightly over represented in the lower quartile and marginally underrepresented in the middle quartiles, with the most equal representation in the upper quartile. This is also likely to reflect the fact that women are lower represented in manufacturing and shift roles which would tend to fall into the middle quartiles.

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 2019

Duncan Lawrence
HR Director UK&I

