

UK Gender Pay Reporting 2022 - 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 across 12 sites.

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. These values are enshrined in the Saica Group Code of Ethics and Regulatory Compliance as well as our Equality, Human Rights and Diversity policy.

Our Total UK Pay Gap

On average (mean), male employees earned

7%



more than female employees

2021 7%

The median pay gap shows male employees earned

10%



more than female employees

2021 7%

Our Total UK Bonus Gap

60%



of female employees received a bonus
2021 64%

59%



of male employees received a bonus
2021 65%

Average (mean), female bonus payments were

11%



higher than male bonus payments

Median bonus payments male & female

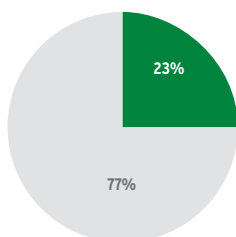
0%



were equal

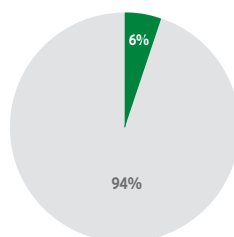
Our Total UK Pay Quartiles

Quartile 1 (Lower)



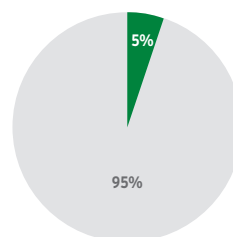
2021 Female 21%

Quartile 2 (Lower Middle)



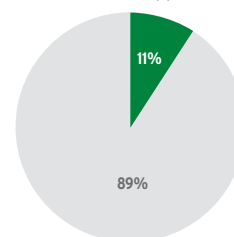
2021 Female 8%

Quartile 3 (Upper middle)



2021 Female 6%

Quartile 4 (Upper)



2020 Female 11%

Male Female

Understanding our Gender Pay differences

The mean pay difference is that men earn 7% more, this is unchanged from last year. The median pay difference is 10% which is increased from last year, however, both are below the ONS 2022 report of 14.9% 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 choose to work these patterns.

In bonuses, the mean comparisons show females have higher levels by 11% and in regards to the median comparison, there is no difference. The mean bonus result reflects the fact that there are proportionally more men in plant bonus schemes which have a lower overall level of payment. 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 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.

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 keen 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. In manufacturing, increased automation and factory investment should lead to wider interest in these 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 2022

Karen Bain
People Director UK&I, Benelux
Document Dated January 2023



UK Gender Pay Reporting 2022 - 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 5 locations across the UK.

Our Total UK Pay Gap

On average (mean), female employees earned

2%



more than male employees

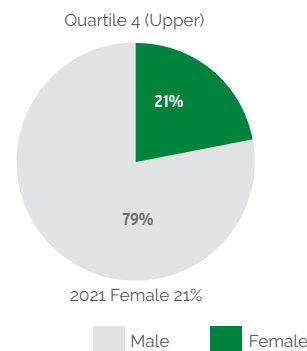
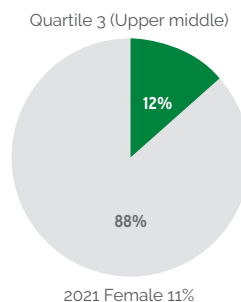
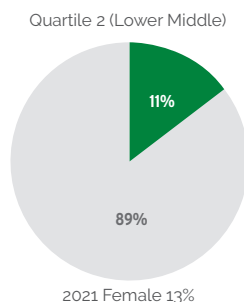
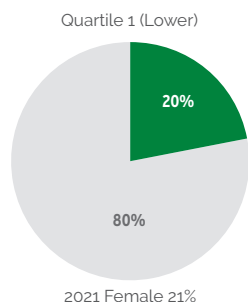
The median pay gap shows female employees earned

0.4%



more than male employees

Our Total UK Pay Quartiles



Understanding our Gender Pay differences

The mean pay difference within Saica Flex UK is that women earn 2% more than men which is in contrast to the ONS reported average pay gap which among full-time employees in April 2022 was 8.3%; this was 7.7% in April 2021 and 9.0% in April 2019 (pre-coronavirus (COVID-19) pandemic). For Saica Flex UK this is a slight downward trend for women from 4% in 2021 and 8% in 2020.

The reason behind this change is due to a proportional decrease in the number of women men employed in Saica Flex over that period, in particular at more senior levels in the organisation as a result of inter-Company transfers. This also explains the reduction in the median pay gap for Saica Flex UK which has decreased from 1% in favour of women in 2021 to 0.4% for 2022. This lower pay gap in favour of women represents an improvement for a better comparison across the genders.

With respect to bonus payments, the picture is broadly similar to 2021, again to note there were some internal transfers of senior women from the Flex Division to other Saica Divisions in the year meaning that this figure is slightly reduced compared to 2021 data. In addition, redundancy figures which had a bonus element and are included here affected more men than women. 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. Within male bonus recipients the median gap is caused by as a greater proportion participate in a local bonus arrangement that 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 similar to the 2021 reported figures.

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

39%



of female employees received a bonus

33%



of male employees received a bonus

Average (mean), female bonus payments were

116%



higher than male bonus payments

Median female bonus payments were

643%



highert than male bonus payments

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.

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Karen Bain
People Director UK&I, Benelux
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