

# UK Gender Pay Reporting 2023 - 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 11 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 which was refreshed and updated during 2023.

## Our Total UK Pay Gap

On average (mean), male employees earned

**8%**



more than female employees

2022 7%

The median pay gap shows male employees earned

**10%**

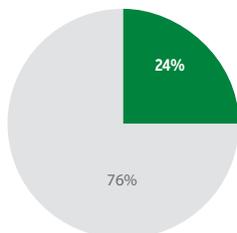


more than female employees

2022 10%

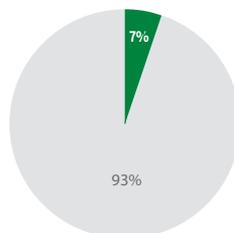
## Our Total UK Pay Quartiles

Quartile 1 (Lower)



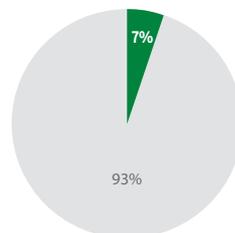
2022 Female 23%

Quartile 2 (Lower Middle)



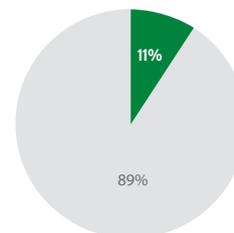
2022 Female 6%

Quartile 3 (Upper middle)



2022 Female 5%

Quartile 4 (Upper)



2022 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 unchanged from last year, and both are below the ONS 2023 report of 14.3% 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 females have higher levels by 30% and in regards to the median comparison, the gap is 63% in favour of women. The bonus difference reflects the fact that there are proportionally more men in plant bonus schemes which have a lower overall level of payment than individual bonus payments with a reference to individual objectives. 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.

## Our Total UK Bonus Gap

**64%**



of female employees received a bonus  
2022 60%

**66%**



of male employees received a bonus  
2022 59%

Average (mean), female bonus payments were

**30%**



higher than male bonus payments

Median bonus payments, female employees received

**63%**



more than males

## 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. To this end, Saica Group has committed to gender diversity targets in 2023 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 from 2024.

I confirm the data in this report is accurate according to the snapshot information of 5th April 2023

Karen Bain  
People Director UK&I, Benelux  
Document Dated March 2024



# UK Gender Pay Reporting 2023 - 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.

## 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 which was refreshed and updated during 2023.

## Our Total UK Pay Gap

On average (mean), male employees earned

**3.4%**



more than female employees

The median pay gap shows male employees earned

**10%**



more than female employees

## Our Total UK Bonus Gap

**33%**



of female employees received a bonus

**50%**



of male employees received a bonus

Average (mean), female bonus payments were

**246%**



higher than male bonus payments

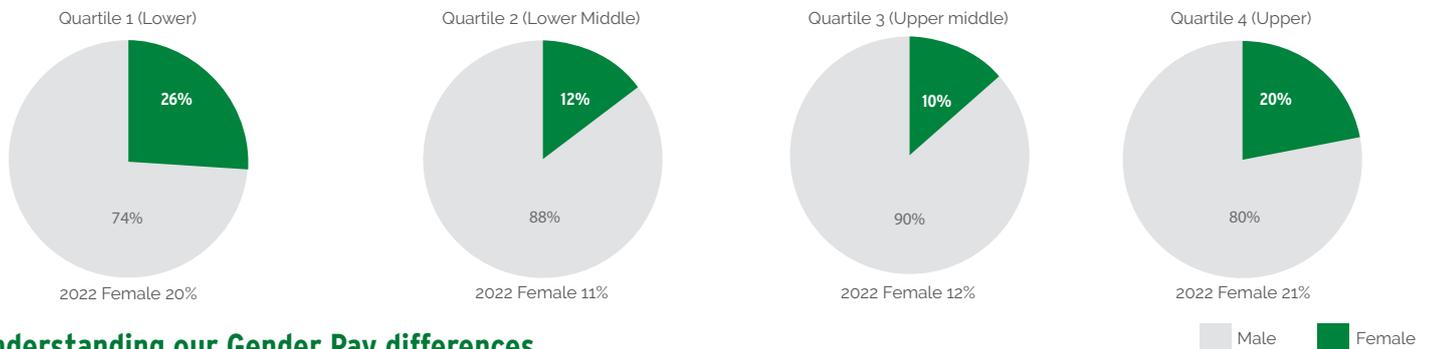
Median female bonus payments were

**30%**



higher than male bonus payments

## Our Total UK Pay Quartiles



## Understanding our Gender Pay differences

The mean pay difference is that men earn 3.4% more, this is changed from last year where women earned more on average by 2%. The median pay difference is 10% in favour of males, which is also changed from last year, where women earned more by 0.4%; noting that both are below the ONS 2023 report of a 14.3% 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.

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. The reason behind this recent change is due to a decrease in the number of women employed in Saica Flex at more senior levels in the organisation due to internal promotions leading to inter-company transfers to other Saica Divisions. This also explains the reduction in the median pay gap for Saica Flex UK which has decreased from 0.4% in favour of women in 2022, to 10% in favour of males in 2023.

With respect to bonus payments, the mean comparisons show females have higher levels by 246% and in regard to the median comparison, the gap is 30% 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 in 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 17% female to 83% 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 2022 reported figures.

## 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. To this end, Saica Group has committed to gender diversity targets in 2023 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 from 2024.

I confirm the data in this report is accurate according to the snapshot information of 05 April 2023.

Karen Bain  
People Director UK&I, Benelux  
Document Dated March 2024

