

UK GENDER PAY Reporting 2017

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 9000 people in the Group as a whole across 121 sites, and over 1500 in Saica Pack UK from 16 geographically diverse locations.

Our Total UK Pay Gap

On average (mean), male employees earned

10.6%



more than female employees

The median pay gap shows male employees earned

7.0%



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

60.7%

of female employees received a bonus



62.1%

of male employees received a bonus



Average (mean), male bonus payments were

10.4%



lower than female bonus payment

Median male bonus payments were

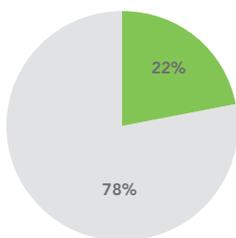
102.1%



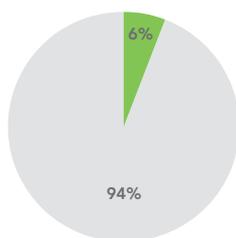
lower than female bonus payments

Our Total UK Pay Quartiles

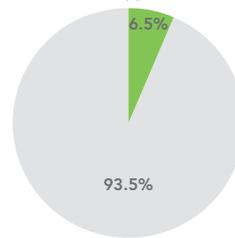
Quartile 1 (Lower)



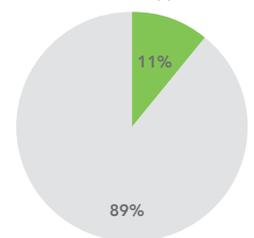
Quartile 2 (Lower Middle)



Quartile 3 (Upper middle)



Quartile 4 (Upper)



Male Female

Understanding our Gender Pay differences

The median pay difference is that men earn 7.0% more. This is below the ONS January 2018 report of 9.1% 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 and median comparisons show females have higher levels. This reflects the demographics of plant performance incentives for our predominantly male population, versus a higher proportion of females in functional roles that attract higher bonus potential.

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 2017

Duncan Lawrence
HR Director UK&I

