

Gender Pay Gap Report 2022

Pay Gap Commentary

ABOUT VPK

VPK Packaging develops a broad range of sustainable protective packaging solutions for all needs and purposes, across the UK, Ireland and Europe. Producing paper based products that are fully recyclable and biodegradable.

In the UK we employ approximately 830 people, with sites located in Wellington, Banbury, Desborough, Selby, Leeds and East Kilbride. This will be our first report that will reflect all 6 UK sites, following the acquisition of Encase UK Ltd.

VPK are committed to paying equal pay at every level within the Company, working to salary bands within the factory environment and conducting regular salary reviews across the business. Throughout 2021 and 2022 we have committed to benchmarking all positions within the Company, and skill rates for each of our sites.

We recognise that heavy industries such as the one we operate within, have historically attracted a disproportionate amount of male colleagues. It is great to be able to demonstrate that the Gender Pay Gap within VPK Packaging is balanced, when compared to other businesses within the industry; with 25% of our senior management team being female. This is down to our continued efforts to attract and retain a diverse workforce.

As we grow and develop our footprint, we will continue to strive for a balanced gender pay gap and increased diversity within the workforce.

This report has a snapshot date of the 31st March 2022. The results of our Mean and Median gender pay gap are based on a total of 746 full pay relevant employees (87% Male and 13% Female).

I confirm the data in this report is accurate.

Jeremy Anderson
Managing Director – UK and Ireland



Pay Gap Analysis

OUR TOTAL PAY GAP

On average (mean), male employees earned

8.12%

less than female employees

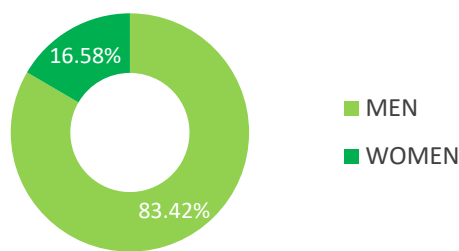
The median pay gap shows male employees earned

0.86%

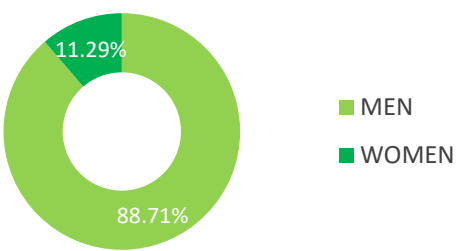
less than female employees

OUR TOTAL PAY QUARTILES

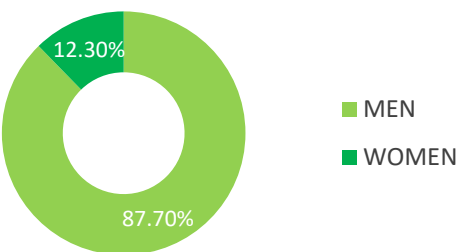
Upper Quartile



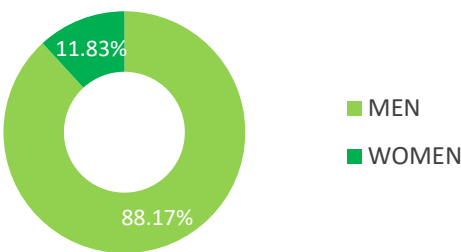
Upper Middle Quartile



Middle Quartile



Lower Middle



Bonus Analysis

OUR TOTAL BONUS GAP

62.38%

of female employees receive a bonus

56.87%

of male employees received a bonus

Average (mean), male
bonus payments were

70.96%

less than female
bonus payments

Median male bonus
payments were

0%

higher than female
bonus payments

62.38% is based on 63 females, and 56.87% is based on 423 males, whom fall into the category of 'relevant' employees.

During 2021 we reviewed our bonus schemes to further standardise our approach, and promote equal opportunities for all across the 3 VPK UK sites from January 2022. Throughout 2023, we continue to review our remuneration across all of our legal entities. 3 of our UK sites are currently not eligible to the bonus scheme due to TUPE Transfer, but is under review. We recognise the need to reward a job well-done, and offer a host of great benefits to our employees that fall outside of the requirements of this report.

