

# Gender Pay Gap Report

VPK Packaging – UK | 2024







# Introduction

VPK Packaging UK is part of the international VPK Group, providing sustainable and innovative paper-based packaging solutions across a wide range of sectors, including FMCG, e-commerce, industrial and agricultural markets.

We employ over 700 people in the UK and are committed to building a responsible, inclusive, and dynamic working environment. Our mission is to create packaging that protects products and the planet, and that mission includes protecting and nurturing our people too. As part of our focus on fairness, transparency and inclusivity, we continue to monitor and report our gender pay gap data annually. This report reflects our position as of 31 March 2024, and supports our goal of ensuring equality of opportunity for everyone within our workforce.

*I can confirm that the data and information reported are accurate as of 31 March 2024 and in line with the Gender Pay reporting regulation.*



Lisa Raywood  
HR Director – UK & Ireland

# Mission statement and values

As part of an international packaging group, we share a common company mission, a clear statement why our company exists and the direction we're heading to.

**We push sustainable growth beyond tomorrow's standards, both ecologically and economically. We think and act globally, while staying close to our clients and their products.**

To achieve this, we have a set of values at the heart of our company. They are the drivers of our company culture. Our own moral compass...

## Ownership

We own our decisions and actions, we encourage to try new things and dare to fail, we give responsibility and cultivate initiative.

## Trust

We have confidence in our people and clients, with one handshake you can set things in motion.

## Care

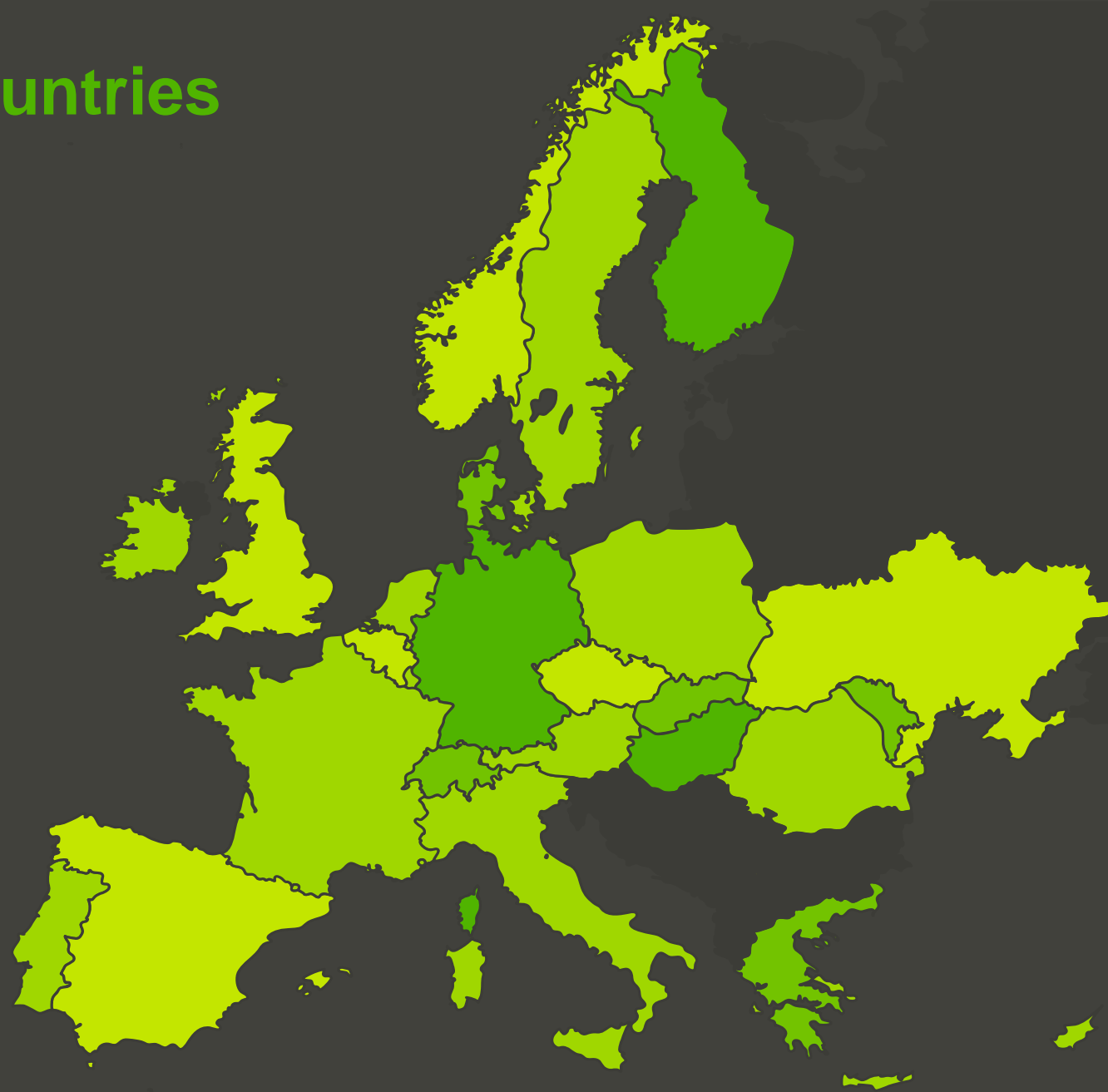
We are dedicated to the well-being of our people, our clients and our planet.

## Beyond

We anticipate the future. We accelerate where needed. We go beyond what is required.

# We deliver in the following countries

	Austria		Norway
	Belgium		Poland
	Denmark		Portugal
	France		Romania
	Germany		Slovakia
	Hungary		Spain
	Ireland		Sweden
	Italy		Switzerland
	Luxembourg		The Czech Republic
	United Kingdom		The Netherlands



**BLUE BOX  
PARTNERS**  
PACKAGING FOR EUROPE



# Overview of our divisions and brands





# What is the Gender Pay Gap?

The gender pay gap measures the difference between the average earnings of men and women across the organisation. It is not the same as equal pay — which refers to men and women receiving the same pay for the same work. Equal pay has been a legal requirement in the UK since 1970. We calculate both the mean (average) and median (midpoint) pay differences to provide a clearer view of our pay structure.

**The mean gender pay gap** is the percentage difference between average hourly earnings for men and women.

**The median** is the “middle” of a sorted list of numbers. To find the median, place the numbers in value order and find the middle number.

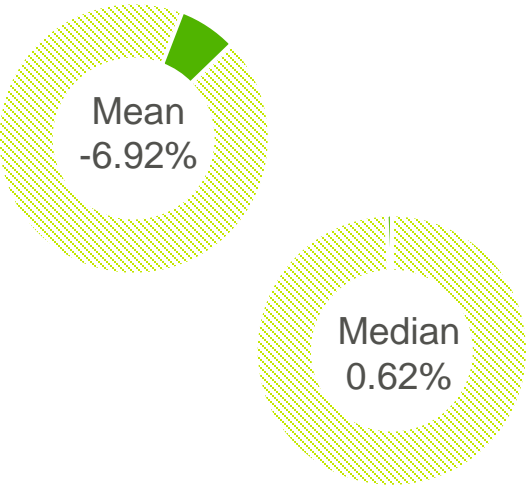
10 11 13 15 16 23 26

middle number

# Our 2024 Gender Pay Gap Results

Based on hourly rates of pay and bonuses paid during the relevant reporting period

## Our Gender Pay Gap

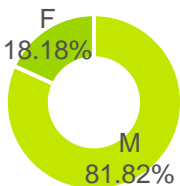


i.e. Women's mean hourly rate is 6.92% higher than men's, and women's median hourly rate is 0.62% lower than men's.

## Proportion of male and female colleagues in each pay quartile

Quartiles are calculated by listing the rates of pay for each employee across our business from lowest to highest, before splitting that list into four equal-sized groups and calculating the percentage of males and females in each.

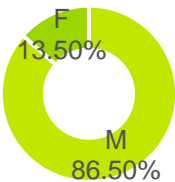
Upper Quartile



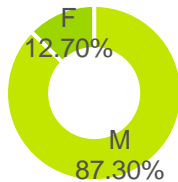
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



## Our Gender Bonus Gap

**MEAN 38.86%**

**MEDIAN 11.13%**

*This means that women's mean bonus pay is 38.86% higher than men's, and women's median bonus pay is 11.13% lower than men's.*

## Bonus Proportions

Women **59.84%** **40.16%**

Men **62.52%** **37.48%**

■ Bonus ■ No Bonus



Fair Pay &  
Transparency



Access to Learning



Inclusive  
Leadership  
Development



Getting more women  
into the packaging  
sector

Activity to  
make us  
even better!



Supportive &  
Inclusive  
Workplace  
Culture

Flexible  
working



Bias-Free Recruitment

Future

Career Growth Support



# Looking Ahead

Our commitment to diversity and inclusion goes beyond legal requirements. At VPK Packaging UK, we aim to ensure that all colleagues have equal opportunities to thrive, irrespective of gender. We will continue to challenge bias, develop inclusive leadership, and regularly review our pay structures.

We are proud of the progress made and remain focused on long-term, meaningful change.





**Get in touch!**

Reach out to the VPK Packaging UK & Ireland  
Communications Team via [info.uki@vpkgroup.com](mailto:info.uki@vpkgroup.com)

