

Gender Pay Reporting Statement

Metrics based on data from the month of April 2017 on 436 employees;

1. The mean gender pay gap is 0.9%
2. The median gender pay gap -10.1%
3. The mean gender bonus gap for is 51.7%
4. The median gender bonus gap for is 7.4%
5. The percentage of:
 - o male employees receiving a bonus is 63.8%
 - o female employees receiving a bonus is 94.5%
6. Pay quartiles percentages (number of employees in each band):

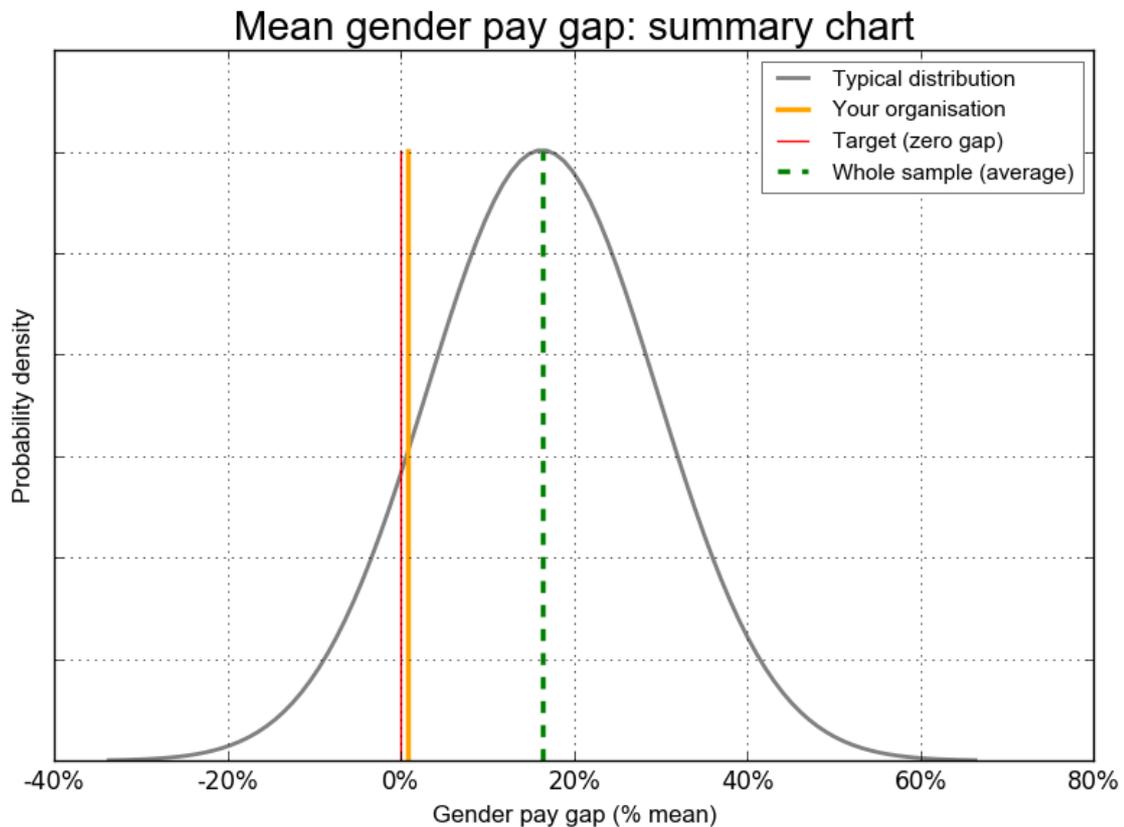
Band	Males	Females	Description
A	96.3%	3.7%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	90.8%	9.2%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	77.1%	22.9%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	85.5%	14.5%	Includes all employees whose standard hourly rate places them above the upper quartile

I can confirm that I agree that the data used for the production of this data is accurate.

The figures set out above have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Ruth Jackson
 HR Director
 Premier Paper
 April 2018

Commentary on the reporting



Premier Paper are pleased to report that the mean and gender pay gaps and the median gender bonus gaps are significantly below the figure for organisations in the same sector and industry. As indicated by the above chart the mean gender pay gap is only 0.9%.

The proportion of female employees is 13% to 87% male employees. As our business is involved in the sales and distribution of paper products a large proportion of our workforce are males employed in manual roles within warehousing and transport.

The female employees are generally concentrated in white collar professional roles. Having a high proportion of men in manual roles, therefore tends to depress the average male pay rate, hence the mean gender pay gap of 0.9% and the negative median gender pay gap of -10.1%.

While most female employees do receive a bonus we accept that the senior employees who receive the larger bonuses tend to be male hence the high mean gender bonus gap of 51.7% but when calculated as a median reduces to 7.4%.

We are pleased with the results of the report but accept that there is still more work to do to promote female employees into more senior roles within the organisation.