

## Gender Pay Reporting Statement

**Metrics based on data from the month of April 2019 on 472 employees;**

1. The mean gender pay gap is 3.8%
2. The median gender pay gap -14.4%
3. The mean gender bonus gap for is 40.5%
4. The median gender bonus gap for is -8.3%
5. The percentage of:
  - o male employees receiving a bonus is 62%
  - o female employees receiving a bonus is 90.3%
6. Pay quartiles percentages (number of employees in each band):

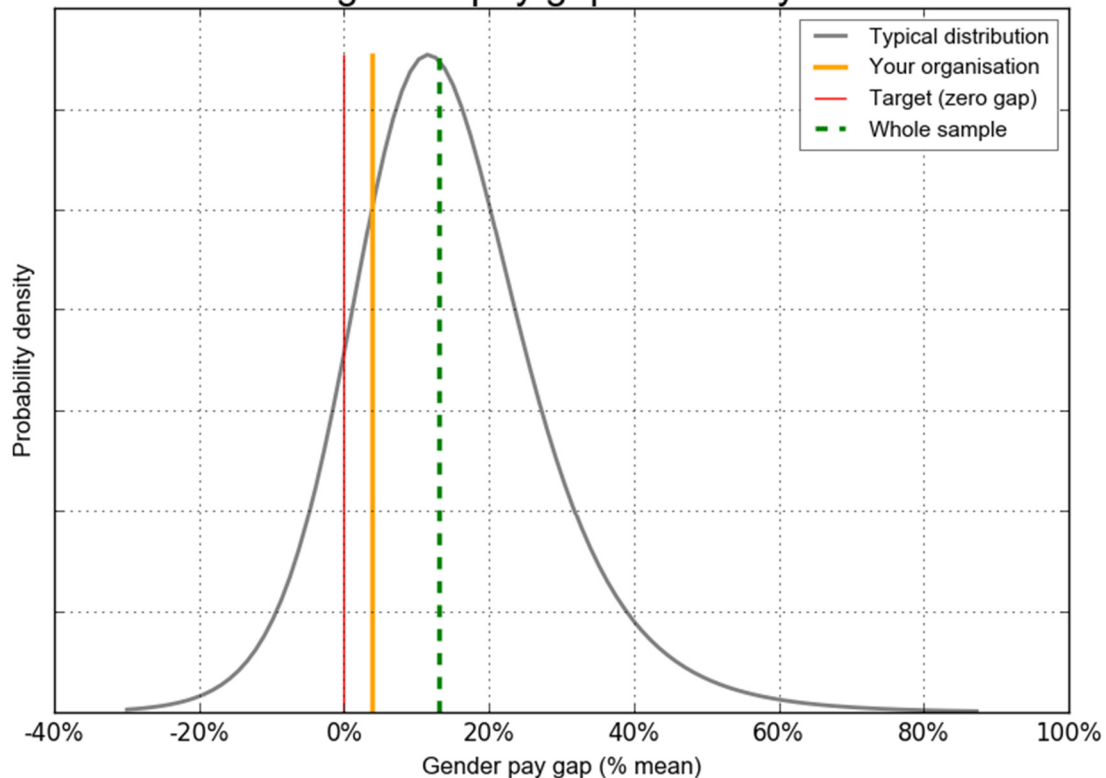
Band	Males	Females	Description
A	97.5%	2.5%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	84.7%	15.3%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	77.1%	22.9%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	88.1%	11.9%	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  
 August 2020  
**Commentary on the reporting**

Mean gender pay gap: summary chart



Premier Paper are pleased to report that the mean and median gender pay 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 3.8%. We recognise that this is a small increase of 2.3% from the previous year and therefore need to pay close attention to this in the coming year to avoid any further increase.

The proportion of female employees is 13.1% to 86.9% 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 3.8% and the negative median gender pay gap of -14.4%.

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 40.5% but when calculated as a median reduces to -8.3% which is significantly below the figure for organisations in the same sector and industry. We are happy to report that the gender bonus gap has improved by over 11% from our reported figures in 2017 and we will continue working on this.

We are very satisfied 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.