

Gender Pay Reporting Statement

Metrics based on data from the month of April 2023 on 419 employees;

1. The mean gender pay gap is 8.6%
2. The median gender pay gap -13.6%
3. The mean gender bonus gap for is 37.8%
4. The median gender bonus gap for is 96.5%
5. The percentage of:
 - male employees receiving a bonus is 67%
 - female employees receiving a bonus is 39.3%
6. Pay quartiles percentages (number of employees in each band):

Band	Males	Females	Description
A	94.29%	5.71%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	69.5%	30.5%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	87.6%	12.4%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	92.3%	7.69%	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.



Commentary on the reporting

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, the mean gender pay gap for this period is 8.6%.

The proportion of female employees is 14.1% to 85.9% 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, hence the mean gender pay gap of 8.6% and the negative median gender pay gap of – 13.6%.

Our reward system aims to recognise the work that our people put in, and performance over and above the required standard is recognised through our company-wide bonus system, with individual bonuses being determined at a departmental level. Bonus allocations are monitored to ensure objectivity and to keep the total allocation within budget.

We continue to take actions to address any gaps and also through wider policies and activities to make sure our policies and practices are fair and consistent.

Paul Smith
Group HR Director
Premier Paper
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