

## Gender Pay Gap Report

### Gender pay gap report for 2021/2022

This report sets out the gender pay gap statistics for Flexipol Packaging Ltd in relation to the reporting year of 2021/2022.

#### Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Flexipol Packaging Ltd is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

#### The gender pay gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors that differ from organisation to organisation across sectors and geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

Flexipol Packaging Limited is an organization that manufactures and sells flexible plastic film products (reels, sacks, bags and liners). These are primarily sold to the food industry. It owns three manufacturing sites in the UK (Haslingden, Dunstable and Hull), employing approximately 275 staff.

The company is fully committed to equality and diversity. It has recruited a Human Resources Manager to support the Board of Directors in introducing policies and procedures that will bring sustained improvement in both equality and diversity amongst its employees.

## Our approach to pay and reward

The company reviews its pay levels formally once a year on 1 April and an ad hoc basis as and when required. It considers both changes in the cost of living and benchmarks of the pay rates in existence in its locality and industry sector.

### Gender pay gap

#### Mean gender pay gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is 25.0 % (rounded to one decimal place).

#### Median gender pay gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is -9.9% (rounded to one decimal place)

### Gender bonus gap

#### Mean gender bonus gap

Based on the mean (average) bonus pay for male and female employees in the relevant pay period, our mean gender bonus gap is 14.3 % (rounded to one decimal place).

#### Median gender bonus gap

Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is -16.7% (rounded to one decimal place)

### Bonus pay

The proportions of male and female employees who received bonus pay during the relevant pay period are as follows (percentages are rounded to one decimal place):

Male employees: 83.9%  
 Female employees: 92.1 %

### Salary pay quartiles

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

	Lower		Lower middle		Upper middle		Upper	
	Number	%	Number	%	Number	%	Number	%
Male	38	63.3	55	91.7	44	73.3	55	91.7
Female	12	36.7	5	8.3	16	26.7	5	8.3

### **Action plan to address gender pay disparity**

We are committed to reducing and subsequently closing any identified gender pay disparity. However, this commitment is made in line with our understanding that a period of time and exploration of a number of different actions may be needed to achieve this aim.

We have developed an action plan which seeks to address the identified gender pay disparity. This plan will be in place for the period *1 April 2022 to 31 March 2023*, and progress will be proactively monitored on an ongoing basis. The overall progress of our actions will be reported in subsequent gender pay gap reports.

### **Confirmatory statement**

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

**Signed:**



**Name:** Samantha Marsden

**Job title:** Divisional Human Resources Manager

**Date of the statement:** 31/03/2022

### **Contact**

Please direct any queries relating to this gender pay gap report to Samantha Marsden, HR Manager, by contacting them @ [hr@flexipol.co.uk](mailto:hr@flexipol.co.uk).