

# UK Gender Pay Gap Reporting

## April 2019

Coveris is reporting pay for all of its principal UK based businesses, including those which fall under the 250 employee reporting requirement. Because the pay gap is influenced by the distribution of male and female employees within our businesses and across our pay bands, a gender pay gap exists.

Our Gender pay gap reporting reflects the way our company is structured, and we report our 3 main trading companies annually:

**Coveris Flexibles UK Ltd** – these are our Labels and Board businesses trading from 7 manufacturing sites across the UK and an HQ in Spalding

**Coveris Flexibles (Gainsborough) UK Ltd** – these are our films and flexibles businesses trading from 5 manufacturing sites across the UK and an HQ in Spalding

**Rivendell Europe Ltd** – these are our graphics businesses based in Leeds and at customer premises in Manchester and Leeds. Due to the fact Rivendell employees less than 250 people there is no legal requirement to report gender pay gap, but we do this to give full transparency in our business

Employer	Difference in hourly pay		Difference in bonus		% of males/females receiving a bonus payment		% of males/females in lower pay band		% of males/females in lower middle pay band		% of males/females in upper middle pay band		% of males/females in upper pay band	
	Male over female		Male over female											
	Mean	Median	Mean	Median	Male	Female	Males	Females	Males	Females	Males	Females	Males	Females
Coveris Flexibles UK Ltd	16.0%	22.1%	19.5%	-28.4%	22.7%	39.3%	50.4%	49.6%	73.3%	26.7%	88.7%	11.3%	84.2%	15.8%
Coveris Flexibles (Gainsborough) UK Ltd	5.3%	5.0%	-57.8%	-117.4%	25.0%	17.7%	78.1%	22.3%	88.7%	11.3%	88.7%	11.3%	85.0%	15.0%
Rivendell Europe Ltd	20.4%	9.4%	100.0%	100.0%	0.8%	0.0%	46.7%	53.3%	55.6%	44.4%	60.0%	40.0%	86.7%	13.3%
UK 2019 (ONS)		17.8%												

Compared to the average results for all UK companies, Coveris companies perform better than this average for Median hourly pay for 2 of our 3 trading companies, with reported differences in hourly pay of 22.1%, 5.0% and 9.4% across our group companies. This pay gap will improve as we move towards a 50/50 balance between male and female employees in each of the 4 reported pay bands.

This pay gap is different to Equal Pay. Coveris has an established pay determination structure and pay banding system which ensures we give equal pay for equal work.