

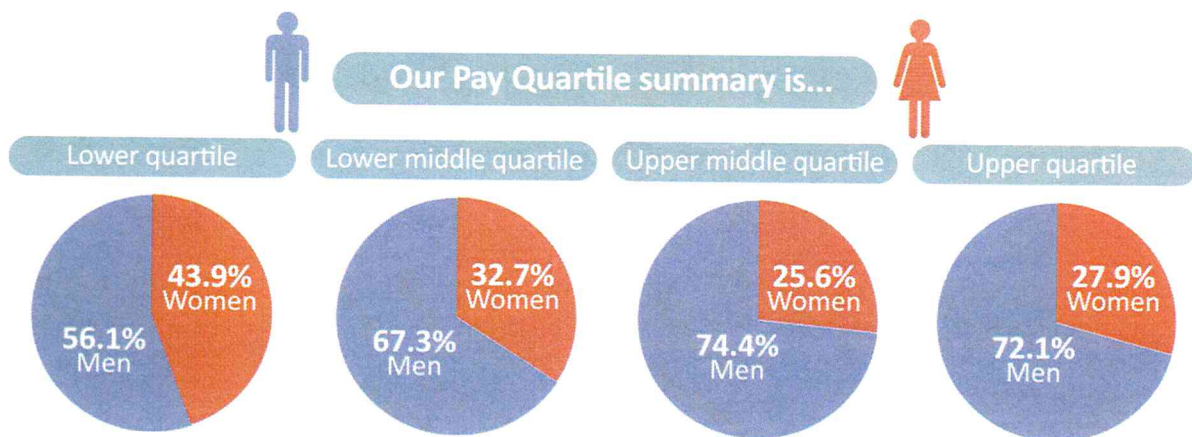
NICE-PAK INTERNATIONAL'S GENDER PAY REPORT AND SUPPORTING STATEMENT

As an employer who strongly believes that our objective must always be to fill a position with the most suitable person for the role, irrespective of gender, race or disability, we are fully committed to complying with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We are confident that men and women are paid equally for doing equivalent jobs across our business.

Our Pay and Bonus Gender Gap

Difference between men and women		
	Mean	Median
Hourly pay	10.7%	5.9%
Bonus pay	0.0%	0.0%



Observations:

We are disappointed that our mean and median pay gaps have increased during 2018.

Whilst as a business our position remains as previously stated - to fill a position with the most suitable person for the role, irrespective of gender, this objective was thwarted during 2018.

During the year, a number of senior positions were filled by males due to an absence of female applications e.g. Factory Manager. Our experience, i.e. a struggle to attract female applicants is not unique to Nice-Pak; indeed it is a manufacturing sector wide challenge. Whilst we will continue to try and influence at a local level, real progress will require action at a national level and starting at school age.

Another contributory factor behind the increase was the business's decision to incorporate any shift premium into the core job rate. This adjusted approach exacerbated two factors already identified in our 2018 report:-

- more of our male colleagues work according to a shift pattern which is reflected in their pay rate

-Engineering and Mixing represent two of our higher paid functions and the work pattern is typically on a shift basis. Both areas are male dominated sectors within NPI (and across the UK manufacturing sector).

With regard to bonus pay, 100% of employees are eligible for payment via the company scheme but no payment was made during the year. For this reason, we are reporting 0% for both males and females.

Going forward

Despite this increase, our pay gap continues to be lower than the UK average, which would indicate that our approach does contain some positive elements. However, we remain committed to reversing the increase seen and reducing the rate further. We will:-

- Place more emphasis on promoting our flexible working patterns during the recruitment process to enable/encourage females to apply for a position with us.
- Continue to communicate and where possible extend our flexible working patterns to enable/encourage female colleagues who want to remain in work after having children, to be able to do so.



Michael Staton
Chief Executive

March 2019