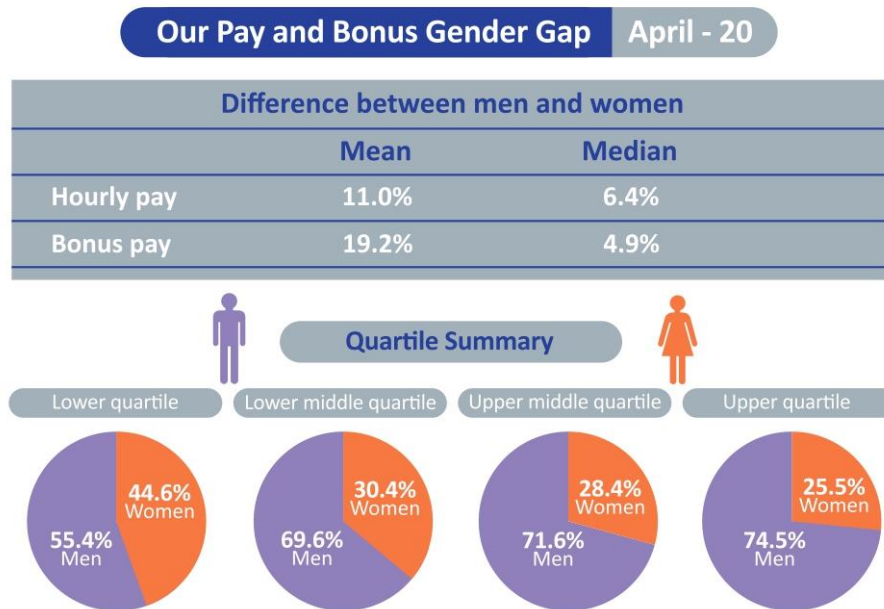


NICE-PAK INTERNATIONAL'S 2021 GENDER PAY REPORT

AND SUPPORTING STATEMENT

As a responsible 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 continue to be confident that men and women are paid equally for doing equivalent jobs across our business.



Observations:

There was a small improvement in our mean gap when compared to last year (from 11.2% to 11%).

During the review period, we continued to encourage and seek out female applicants for senior positions. Unfortunately, despite our best efforts with recruitment partners, this was not to bear fruit – examples being the Head of Maintenance and additional Shift Operational Lead positions. In both instances we did not receive a single female applicant.

In parallel with our small improvement in the mean gap, we also had a reduction in our median pay gap - from 7% to 6.4%.

Despite our being unsuccessful with our ambition to recruit female applicants into our most senior positions, we did achieve success in both promoting and developing a number of internal female employees and recruiting females into mid management positions – Health and Safety Managers x 2, Shift Operational Leader, Team Leaders x 2 etc

As reported last year, our struggle is not unique. The manufacturing sector as a whole faces the same challenge of how to attract females and identify manufacturing and associated support areas as a career path. Whilst improvements are being made, especially in the area of maintenance

apprenticeships, the data shows how big a challenge remains - females still represent < 5% of apprentices.

With regard to bonus pay, 93.9% of male employees were eligible for payment via the company scheme and 97.1% of female employees were eligible for payments via the company scheme. It was positive news that a higher percentage of female employees were eligible.

Unfortunately, the mean gender pay gap relating to the bonus payments remains higher than we would like at 19.2%. The primary reason for this being that the senior positions within the business including the board, which attract the highest bonus targets are still primarily filled with males.

Looking ahead

Despite our slightly improved position when compared to last year, we recognise that there is more to be done.

Whilst our pay gap continues to be lower than the UK average, which would indicate that our approach does contain some positive elements, we remain committed to further reducing the gap.

We will:-

- Continue to work with our educational partners to seek our female applicants for maintenance apprenticeships (a traditionally male sector)
- Place more emphasis on promoting our flexible working patterns during the recruitment process to enable/encourage females to apply for a position with us.
- Seek to recruit females into mid management positions with the objective of developing them within the business so that they are able to take up senior positions in the future
- Identify existing female employees with potential for career development and engage with them to identify and remove any obstacles that may be hindering their desire for progression.



Robert Woodall
Managing Director

April 2021