

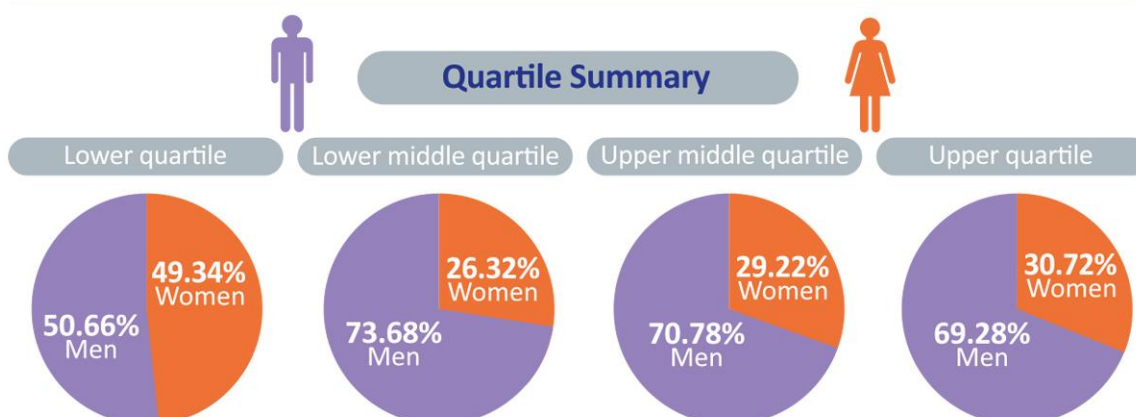
NICE-PAK INTERNATIONAL'S 2022 GENDER PAY REPORT AND SUPPORTING STATEMENT

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.

Our Pay and Bonus Gender Gap April - 21

Difference between men and women		
	Mean	Median
Hourly pay	9.0%	6.0%
Bonus pay	6.1%	6.1%



Observations:

During 2021, we made good progress from the previous year. We have reduced the gap from 11% to 9%.

This improvement demonstrates that our previously declared commitment to encourage and seek out female applicants for senior positions is gaining traction. During the year, we were able to either recruit or promote females into a number of senior positions.

As a result of these adjustments, we have made positive progress in our distribution across the quartiles. For the first time, females represent over 30% of the upper quartile.

In parallel with our improvement in the mean gap, we also had a small reduction in our median pay gap – from 6.4% to 6%. In 2020, we were reporting a median gap of 7%.

In previous reports we have commented on our challenge to attract females into the manufacturing and engineering sector, which have historically been male dominated sectors. We are delighted to

report that in 2021 we successfully delivered against our previously reported ambition of attracting and recruiting our first female engineering apprentice. This was a major milestone in terms of our longer-term ambition to adjust the gender balance in what is typically a higher paid sector of the business. Our objective is to build on this in the coming years.

With regards to bonus pay, 95.8% of male employees were eligible for payment via the company scheme and 98.10% of female employees were eligible for payments. Continuing the theme identified in last year's report, it was positive news that a higher percentage of female employees were eligible.

The reduction in our gender pay gap also extended to our bonus payments. The mean gender pay gap relating to bonus payments reduced to 6.10%. This is a significant reduction on previous years and demonstrates that in parallel with our making progress on attracting or promoting females into senior positions that their extended remuneration packages, namely bonuses are comparable to their male counterparts.

Looking ahead

Whilst we are very pleased with the positive progress made in 2021, we remain committed to further reducing the gap. Although our mean and median pay gap is now much lower than the UK average, especially when compared to the manufacturing sector, our objective is to reduce it further.

We will:-

- Continue to work with our local educational partners to seek our further female applicants for maintenance apprenticeships (a traditionally male sector)
- Promote the benefits of our new hybrid working pattern in terms of offering a flexible working pattern – to enable/encourage females to apply for a position with us
- Seek to continue the progress made during 2021 in terms of recruiting females into mid and senior management positions
- Continue to 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.



Rob Woodall
Managing Director

March 2022