

NICE-PAK INTERNATIONAL'S 2023 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 22

Difference between men and women

	Mean	Median
Hourly pay	6%	4%
Bonus Pay	0%	0%

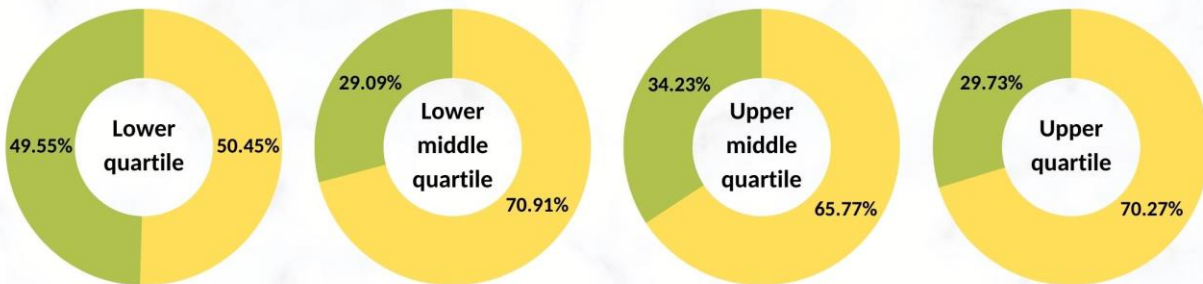
Male



Quartile Summary



Female



Observations:

During 2022, we continued the good progress we made during 2021. We have reduced the gap by 1/3 to 6%, from 9%. This figure of 6% represents just over half of the gap reported in 2020 when it was 11%. We are very pleased with this improvement and believe it clearly demonstrates that our commitment is backed up by action, not just words.

Specifically during 2022 we have been able to recruit a number of females into our business at a senior level. In line with our opening statement about recruiting the most suitable person for a role regardless of gender, age or disability, we want to take this opportunity to reinforce that the females recruited were the best candidates for the role and we have not “just” sought to recruit females in-order to improve our reporting figures. In addition, we have been able to promote a number of internal female colleagues.

As a result of these adjustments, we have also made positive progress in our distribution across the quartiles. In last year's report we declared that for the first time, females represented over 30% of the upper quartile. Whilst we would like to improve this figure further, we are pleased that the % has continued into this year. Positively, the % of females making up the upper mid quartile has increased from 29% to 34%.

In parallel with our improvement in the mean gap, we also had a significant reduction in our median pay gap – from 6% to 4%. In 2020, we were reporting a median gap of 7%.

In previous reports we have commented on the industry wide challenge to attract females into the manufacturing and engineering sector. Whilst this challenge continues, we have been able to recruit a female Project Engineer and a female Manufacturing Accountant during 2022. Last year we reported that we had been able to recruit our first female maintenance apprentice. We are delighted to report that she has successfully completed the first stages of her apprenticeship studies and is now undertaking her HNC studies.

With regards to bonus payments during this period, no employees received payments. In saying this, 100% of female employees would have been eligible under the scheme if paid.

Looking ahead

We are delighted to have made the progress reported during 2022. Our reported gap of 6% compares favourably with the national average of 8.3% (ONS) and is also lower than the average across manufacturing.

However, our ambition remains for the gap to be closed in full.

For this reason, we will continue to progress the objectives previously declared: -

- 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 in recent years 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.



Steve Moore
Chief Executive
March 2023