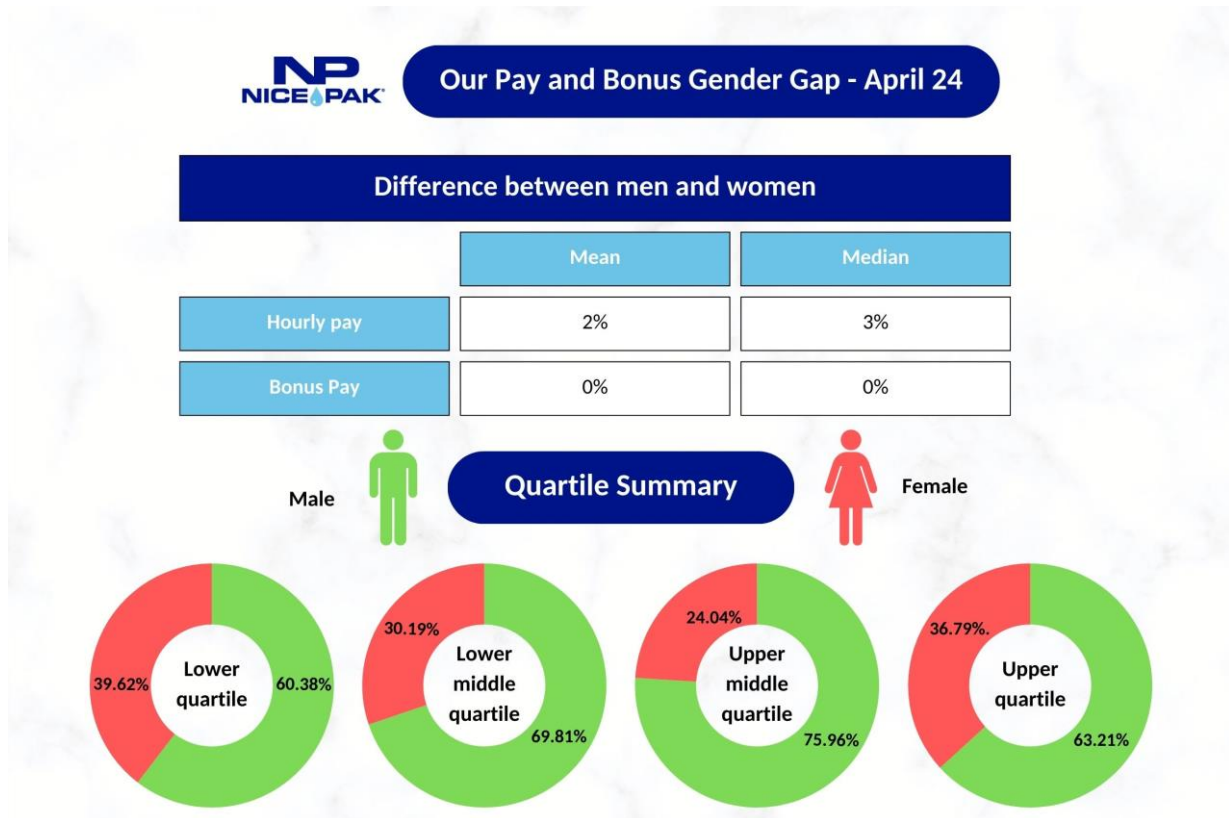


NICE-PAK INTERNATIONAL'S 2025 GENDER PAY REPORT AND SUPPORTING STATEMENT

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 remain 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:

During 2024, we continued the good progress we have made in recent years and specifically on that reported for 2023. We have reduced the mean gap by a further 3% to 2%. This represents a very significant improvement on that reported in 2020, when our mean gap was 11%. We are very pleased with this further, significant improvement and believe it continues to demonstrate that our commitments in the area of equality are backed up by action, not just words; that the improvement is embedded into our processes.

Specifically, during 2024, whilst we have not been particularly active in terms of recruitment, when we have had the opportunity, we have continued to recruit females into our business at a senior level – eg plant hygienist, Shift operational leaders. 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 sought to recruit females just to improve our reporting figures. In addition, when opportunities have arisen, we have been able to continue promoting internal female colleagues.

As a result of these adjustments, we have also made positive progress in some of our quartiles. In particular, the improvement achieved last year in the upper quartile has continued into 2024. Female colleagues now represent almost 37% of this grouping, an increase from 32% in 2023 and 27.9% in 2019. Positively, this demonstrates that the milestone reached of >30% females in the upper quartile which was first reported in 2021 has not only continued, it has improved further.

Unfortunately, our year-on-year progress made in relation to the lower quartile stalled in 2024 and whilst improved on our position in 2019, when females made up 44% of the lower quartile, female colleagues made up 39.62% this year.

The gain in the upper quartile appears to have been at the expense of females making up the upper middle quartile – we are reporting a reduction to 24% which is significantly lower than the previously reported high at 34%. This is an area identified as requiring focus and improvement. Examples of roles in this grouping would be operational supervisory positions and engineering roles.

With regards to our median pay gap, it was 3% in 2024. Again, in comparison to historical reports, this compares favourably to the 2020 median figure of 7%.

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 been able to report further progress during 2024. Our median gap for all employees at 3% compares very favourably against the national median average for **all** employees at 13.1% (ONS). However, our ambition remains for the gap to be closed in full.

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

- Promoting 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 and promoting females into senior management positions, thereby embedding the improvements achieved in the upper quartile.
- Improving the percentage of females in the Upper middle quartile by maximising opportunities arising during recruitment and internal career development/succession programmes.
- Continue identifying 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.



Deborah Thatcher
HR Director

March 2025