

**Gender Pay Gap – Statement - Bardon**

Graphic Packaging International (GPI) is a leading producer of folding cartons for the convenience packaging markets. We strive to attract, develop and retain a diverse and inclusive workforce and create a high performance culture to achieve our business goals. We are an equal opportunity employer with a compensation structure based on roles, responsibilities, skills and experience. All employees are recruited under this structure. An employee's future earning ability depends on their individual performance, potential and career interests.

In 2020, BPIF (British Print Industry Federation) historical data shows that men accounted for 70% of the total print industry and women accounted for 30%, suggesting that the gender ratio in our industry has remained largely unchanged nationally. Our current workforce reflects this demographic; 80% of our employees are men and 20% are women.

In accordance with Gender Pay Reporting, we have made the required calculations which show that our overall Mean Gender pay gap is 14%. It should be noted that during the pandemic in 2020 our production employees were classified as key workers as GPI directly supply Packaging into the food chain. The Mean Gender pay gap for 2020 displays an increase as GPI paid all production based employees a COVID-19 appreciation Bonus to help support our production. As our employee population is 78% male, this increased their overall salary, meaning the Mean Gender pay gap widened for 2020. The Mean Bonus Gap however was minus, resulting in the average number of Female employees receiving a higher bonus as 70% of our site Leadership team positions are held by Women. We do expect the Gender pay reporting to reduce back to the previous figures of around 4% Mean pay Gap for 2021 reporting figures.

We can use these results to assess:

- \* The levels of gender pay gap in our workplace
- \* The ratio of male and female employees at different levels
- \* How effectively talent is being recognized and rewarded

Employees are encouraged to develop their skills and progress in their careers. Any pay gap difference shown will be a result of differing roles and bandings. All employees in jobs in the same bandings are eligible for the same comparable rewards.

We will continue to monitor our gender pay gap and assess our results through the year.



**Dean Naylor**  
Operations Director, UK