

### Gender Pay Gap – Statement - Leeds

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 manufacturing employer and offer an internal tiered salary structure based on skills, experience performance and responsibilities. Internally we employ more men (81.8%) than women (18.2%) and have a spread of production and office employees of which are 307 production and 111 office.

We are driven by our core values which underpin the success of the business and harness the benefits of a truly diverse and inclusive culture.

In 2021, the BPIF (British Print Industry Federation) released a report based on data gathered in 2020. They reported that men accounted for 70% of the total print industry and women accounted for 30%, thus suggesting that the gender ratio has remained largely unchanged nationally, although as a site our ratios continue to be dominated by more male employees.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. Our results show that our overall gender pay gap has increased to 17% in 2020 from 10% in 2019. This change is as a result of two female Senior Managers being promoted into roles in Europe and the US. Most of our print industry workers are male, something which we are inherently affected by and have little effect of changing.

During the pandemic all production employees were paid a bonus as Key Workers for their contribution to the food chain essential service provision. As our workforce is 81.8% male this has also contributed to the increase on last year's results.

In respect of the control we have over our own internal staff, all trainees and new internal staff are recruited under the same structure and their earning ability depends on their success and career progress.

All internal employees are encouraged to grow and earn to their full potential. Any pay gap difference shown will be a result of differing roles & bandings, however all employees working in the same bandings will be earning the same rewards.



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