



Can-Pack UK Gender Pay Gap Report 2019

Under the new UK legislation that came into force in April 2017 all employers with a workforce greater than 250 employees are required to publish their gender pay gap report. Can-Pack UK meet the reporting criteria, employing over 250 employees and would like to share the below statistics of our current status. This report is based on our people data in April 2019.

What is the Gender Pay Gap?

The gender pay gap is an equality measure that shows the difference in average earnings between women and men.

While equal pay relates specifically to organisations' pay practices, the gender pay gap report's purpose is to measure the difference between men's and women's average earnings across an organisation and thereby in the labour market.

Making this data transparent enables the government to improve the current status and close the gender pay gap across the whole economy.

Mean Gender Pay Gap

The difference between the mean (average) pay rate for all men and women in an organisation

Median Gender pay Gap

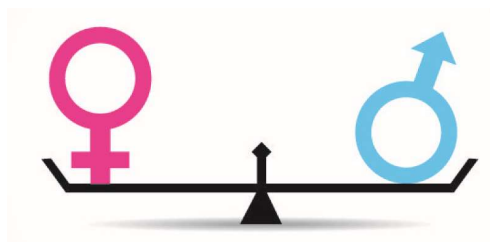
The difference between the median (mid-point) pay for all men and women in an organisation.

Mean Bonus Pay Gap

The difference between the mean (average) value of bonus for all men and women

Median Bonus Pay Gap

The difference between the median (mid-point) value of bonus for all men and women

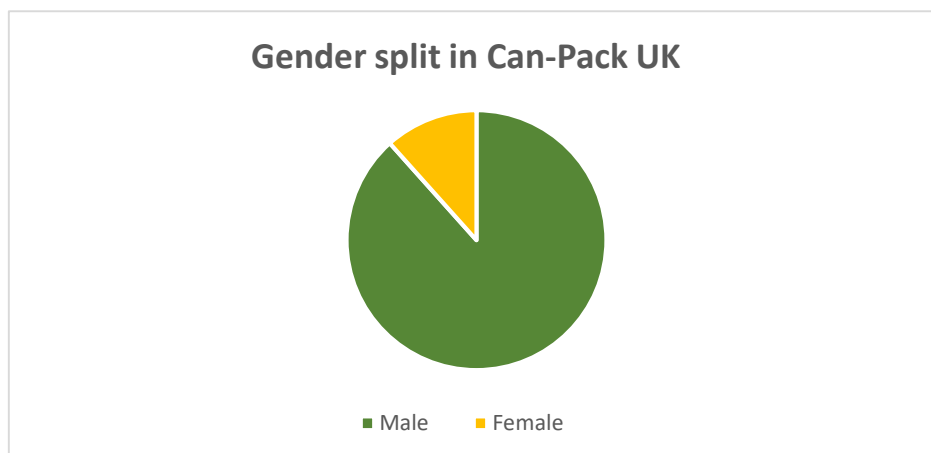


At Can-Pack UK we strive to ensure all employees in the same or equivalent roles are paid equally, however, like many other organisations, we do have a gender pay gap that ranges from 20.95% to 23.54%. There are a few reasons behind this statistic:

- ❖ The specifics of the manufacturing environment of the organisation rely heavily on roles requiring machine/technical operation skills, historically attracting more male than female employees, hence 86% of the total number of our workforce are employed by the operations department, forming the 94.8 % male and 5.1% female ratio. This reflects the fact that mean and median pay gap for male employees are higher than females.
- ❖ All our senior executives, the Board of Directors are male, sitting within the upper pay quartile of the organisation.

It is important to note that in Can-Pack UK all permanent status employees are entitled to earn bonus regardless of their gender, age or position.

While we are aware of our gender pay difference, we also understand the root cause is mostly a number of sectoral, social and cultural factors, in spite of that Can-Pack UK is committed to address the pay gap issues that we as a company can change by developing practices to improve diversity and inclusion of our workplace & increase the number of female employees in our organisation at all levels.



Mean Gender Pay Gap

The difference between the mean (average) pay rate for all men and women in an organisation = 21% in favour to men

Median Gender pay Gap

The difference between the median (mid-point) pay for all men and women in an organisation = 23% in favour to men

Mean Bonus Pay Gap

The difference between the mean (average) value of bonus for all men and women = 18% in favour to women

Median Bonus Pay Gap

The difference between the median (mid-point) value of bonus for all men and women= 21% in favour to women

Proportion of gender type by pay quartile (Q)							
Q1 %		Q2 %		Q3 %		Q4 %	
F	M	F	M	F	M	F	M
20%	80%	20%	80%	5%	95%	3%	97%

Employees received full bonus	
F %	M %
97%	62%