We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

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.
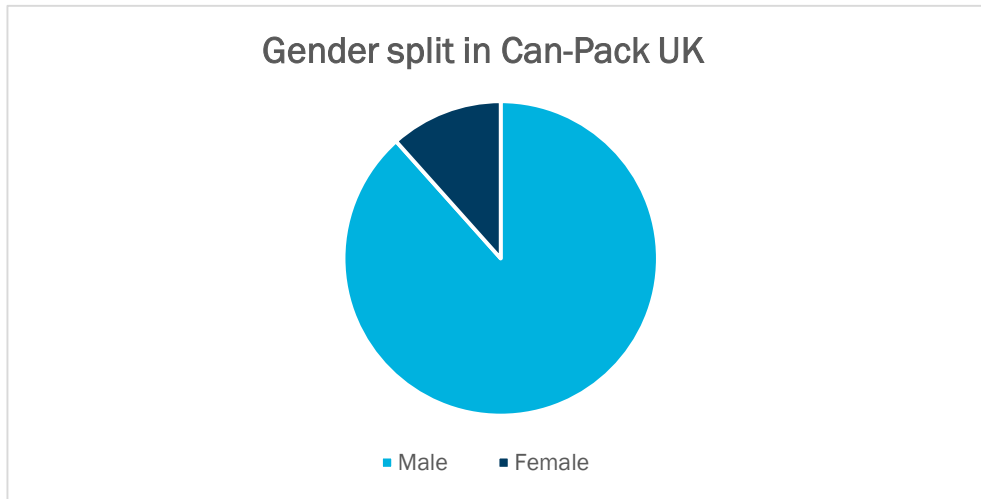
Mean Bonus Pay Gap
The difference between the mean (average) value of bonus for all men and women

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.

Gender split in Can-Pack UK

- Male - Female

Mean Gender Pay Gap
The difference between the mean (average) pay rate for all men and women in an organisation
= 9% in favour to women

Median Gender Pay Gap
The difference between the median (mid-point) pay for all men and women in an organisation
= 16% in favour to women

Mean Bonus Pay Gap
The difference between the mean (average) value of bonus for all men and women in an organisation
= 7% in favour to men

Median Bonus Pay Gap
The difference between the median (mid-point) value of bonus for all men and women in an organisation = 2% in favour to men
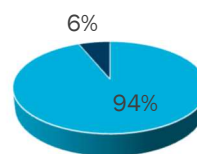
Scunthorpe, 25/03/2021

Proportion of gender type by pay Quartile

Lower quartile

6%
94%
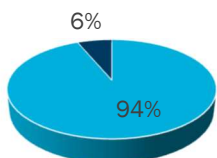
■ Male ■ Female

Lower-middle quartile

6%
94%

■ Male ■ Female

Upper-middle quartile

21%
79%
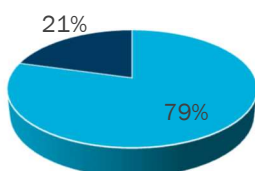
■ Male ■ Female

Upper quartile

21%
79%
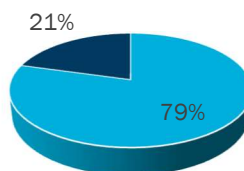
■ Male ■ Female

Employees received full bonus	
F %	M %
97%	96%

Scunthorpe, 25/03/2021