

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

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## What is 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

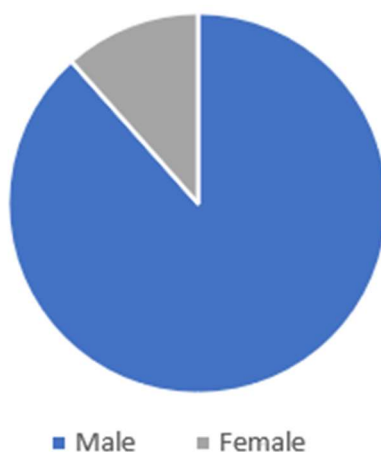
The difference between the mean (average) value of bonus for all men and women

## Median Bonus Pay Gap

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

At CANPACK UK we strive to ensure all employees in the same or equivalent roles are paid equally.

Gender split in CANPACK UK



## Mean Gender Pay Gap

The difference between the mean (average) pay rate for all men and women in an organisation = 10% in favour to women

## Median Gender Pay Gap

The difference between the median (mid-point) pay for all men and women in an organisation = 14% in favour to women

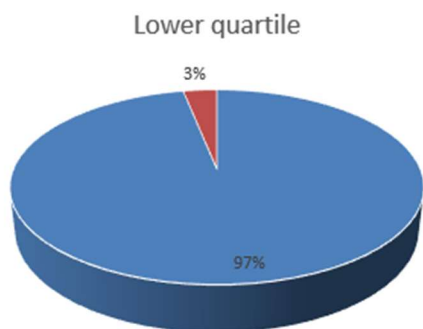
## Mean Bonus Pay Gap

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

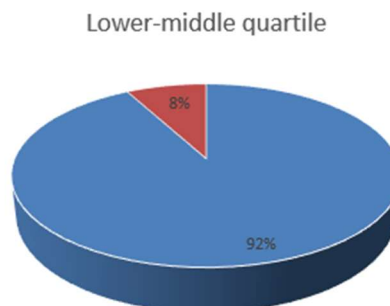
## Median Bonus Pay Gap

The difference between the median (mid-point) value of bonus for all men and women in an organisation = 4% in favour to men

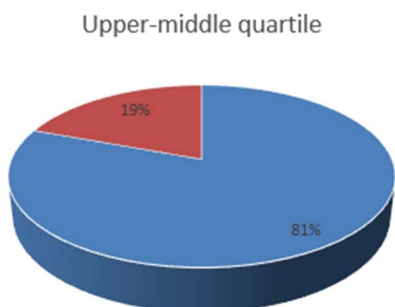
## Proportion of gender type by pay Quartile



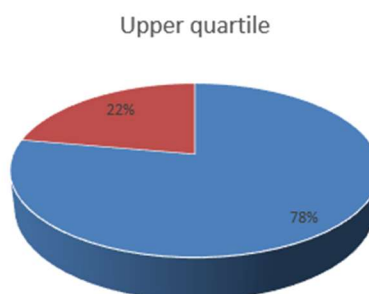
■ Male ■ Female



■ Male ■ Female



■ Male ■ Female



■ Male ■ Female

Employees received full bonus	
F %	M %
98%	96%