

Gender Pay Gap Report 2020

Pay Gap Commentary

ABOUT VPK

VPK Packaging develops a broad range of sustainable protective packaging solutions for all needs and purposes, across the UK, Ireland and Europe. Producing paper based products that are fully recyclable and biodegradable.

In the UK we employ approximately 900 people however, at the time of the snapshot date for this report, we employed approximately 600 people.

VPK are committed to paying equal pay at every level within the Company. Working to salary bands within the factory environment and conducting regular salary reviews across the business.

We recognise that heavy industries such as the one we operate within, have historically attracted a disproportionate amount of male colleagues. It is great to be able to demonstrate that the Gender Pay Gap within VPK Packaging is balanced, when compared to other businesses within the industry; with over 35% of our management team being female. This is down to our continued efforts to attract and retain a diverse workforce.

As we grow and acquire new businesses, we will continue to strive for a balanced gender pay gap and increase diversity within the workforce.

This report has a snapshot date of the 5th April 2020. The results of our Mean and Median gender pay gap are based on a total of 568 full pay relevant employees (86% Male and 14% Female).

I confirm the data in this report is accurate.



David Richardson
Managing Director – UK & Ireland



Pay Gap Analysis

OUR TOTAL PAY GAP

On average (mean), male employees earned

7.28%

less than female employees

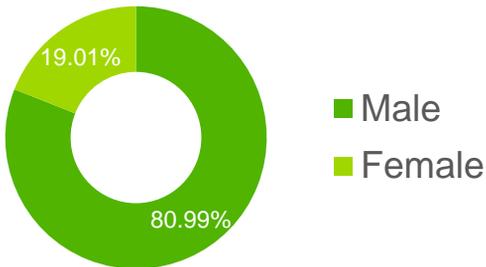
The median pay gap shows male employees earned

0.08%

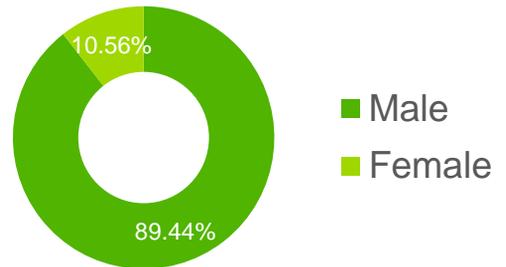
less than female employees

OUR TOTAL PAY QUARTILES

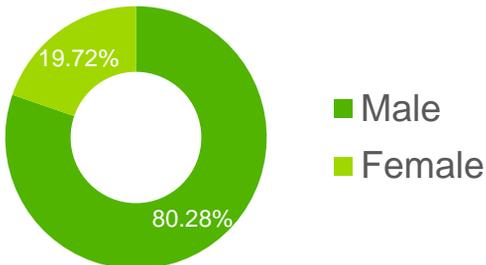
Quartile 1



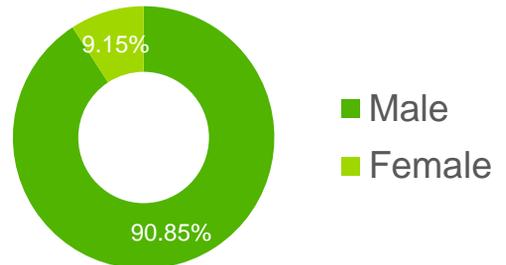
Quartile 2



Quartile 3



Quartile 4



Bonus Analysis

OUR TOTAL BONUS GAP

93%

of female employees receive a bonus

90%

of male employees received a bonus

Average (mean), male
bonus payments were

27.74%

less than female
bonus payments

Median male bonus
payments were

23.39%

greater than female
bonus payments

93% is based on 83 females, and 90% is based on 510 males, whom fall into the category of 'relevant' employees.

As we continue to review our bonus schemes we aim to ensure standardisation across all of our legal entities. We recognise the need to reward a job well-done, and offer a host of great benefits to our employees that fall outside of the requirements of this report.

