



Gender Pay Gap Statement – Bardon Site – April 2025

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.

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.

What is Gender Pay Reporting

Gender pay reporting requires GPI Bardon to calculate and publish both the pay and bonus differential between male and female colleagues and to provide a breakdown of the split between male and female in each hourly pay quartile. The gender pay figures are calculated using specific and detailed rules as set out in the legislation.

Gender pay reporting is different to reporting on equal pay and does not show differences in rates of pay for comparable jobs. The gender pay calculations are an average for all women and men employed by GPI Bardon, regardless of job role. We are confident that all men and women at Bardon are paid equally and will be earning the same rewards for doing comparable roles and that any pay gap difference shown will be a result of differing roles and bandings only.

Printing Industry Gender Analysis

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 in the printing industry has remained largely unchanged nationally for many years.

This is reflected in the Bardon's site ratios, with 311 men (73.69%) and 111 women (26.03%) being employed at the site on the gender pay gap reporting snapshot date of 5th April 2025. 301 of these colleagues work in our production area where the split between genders is even more pronounced with 265 men (88.03%) and 36 women (11.96%) being employed. In our offices the split is more even with 75 men (62.59%) and 46 women (37.41%).

Our Gender Pay Figures at a glance

Hourly Pay Gap Between Men and Women

2025

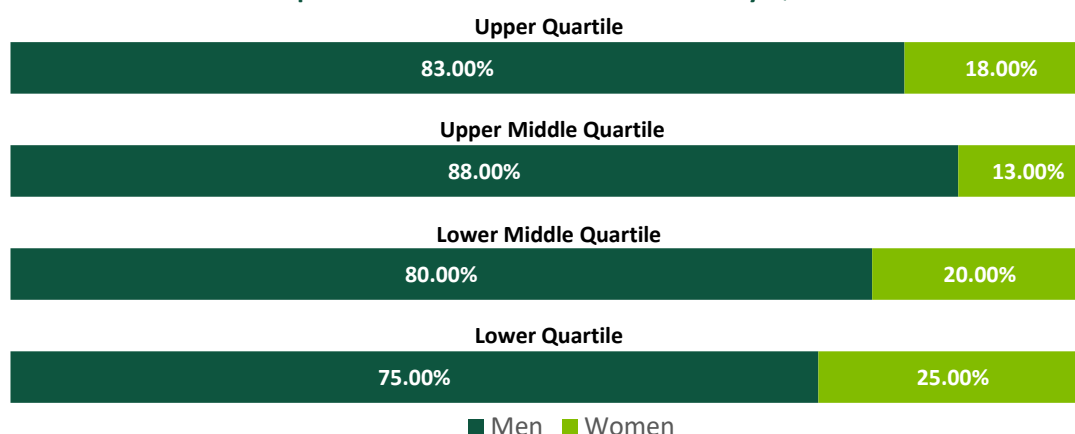
Mean hourly pay gap	-9.47%
Median hourly pay gap	3.56%



The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) for men and women and is expressed as a percentage of men’s average earnings.

Pay Quartiles

Proportion of Men and Women in Each Pay Quartile



Pay quartiles are calculated by listing the hourly pay for each of our employees from lowest to highest. The list is then divided into four equal groups and the percentage of both men and women in each group is detailed.

Portion of Men and Women Receiving a Bonus

	% Women 2025	% Men 2025
Percentage of men and women receiving a bonus	7.8%	23.1%

Bonus Pay Gaps Between Men and Women

2024

Mean bonus pay gap	5.79%
Median bonus pay gap	-30%



The gender bonus gap is calculated as the difference between the average bonus for men and women and is expressed as a percentage of men’s average bonus.

Why is There a Gap?

Our gender pay gap analysis shows in accordance with statutory reporting requirements, we have completed our gender pay gap calculations using the Government Equalities Office methodology. Our Mean Gender Pay Gap is -9.47% , meaning that women earn on average more than men at our Bardon site. The Median Gender Pay Gap is $+3.56\%$, meaning that at the midpoint of hourly earnings, men earn slightly more than women. The difference between the mean and median reflects the distribution of employees across roles and pay bands.

The print and packaging sector has historically been male dominated, and our workforce demographics broadly reflect this industry trend. Women represent 18% of the upper pay quartile compared with 25% of the lower quartile, indicating lower female representation in the highest paid roles. However, women account for 38% of managerial positions across the site and there is a 50% gender split within the Senior Leadership Team.

Our bonus results show a Mean Bonus Pay Gap of $+5.79\%$ and a Median Bonus Pay Gap of -30% . In the 12 months prior to the snapshot date, 23.1% of men and 7.8% of women received a bonus. All roles within the same job band are eligible for the same reward structures, and any differences arise from role type, seniority, shift patterns, or experience, not gender.

Our results for April 2025 show that the gender pay gap has remained stable in that Women on average are paid more than Men.

Summary

We remain committed to having a truly diverse employee group and regardless of gender we look to provide a balanced and happy workplace where everyone is encouraged to grow, earn to their full potential, and benefit overall from GPI's continued success.

I confirm that the Gender Pay Gap data contained in this report is accurate and has been produced in accordance with the regulations.

A handwritten signature in blue ink, appearing to be 'Tony Phillips', with a long horizontal stroke extending to the right.

Tony Phillips – Plant Manager

Previous Years Gender Pay Reporting

2024

Hourly Pay Gap Between Men and Women	2021
Mean hourly pay gap	19.29%
Median hourly pay gap	22.90%

Pay Quartiles	% Women	% Men
Upper Quartile	19%	81%
Upper Middle Quartile	20%	80%
Lower Middle Quartile	25%	75%
Lower Quartile	29%	71%

Proportion of Men and Women Receiving a Bonus	% Women	% Men
Percentage of men and women receiving a bonus	22.5%	7.5%

Bonus Pay Gaps Between Men and Women	2021
Mean bonus pay gap	56.41%
Median bonus pay gap	11%

2023

Hourly Pay Gap Between Men and Women	2023
Mean hourly pay gap	7.50%
Median hourly pay gap	11.88%

Pay Quartiles	% Women	% Men
Upper Quartile	23%	77%
Upper Middle Quartile	14%	86%
Lower Middle Quartile	27%	73%
Lower Quartile	24%	76%

Proportion of Men and Women Receiving a Bonus	% Women	% Men
Percentage of men and women receiving a bonus	100%	100%

Bonus Pay Gaps Between Men and Women	2023
Mean bonus pay gap	5.79%
Median bonus pay gap	1%

2022

Hourly Pay Gap Between Men and Women		2022
Mean hourly pay gap		-5.28%
Median hourly pay gap		5.67%

Pay Quartiles	% Women	% Men
Upper Quartile	21%	79%
Upper Middle Quartile	18%	82%
Lower Middle Quartile	22%	78%
Lower Quartile	23%	77%

Proportion of Men and Women Receiving a Bonus	% Women	% Men
Percentage of men and women receiving a bonus	31.3%	8.0%

Bonus Pay Gaps Between Men and Women		2022
Mean bonus pay gap		46.07%
Median bonus pay gap		-11%