Graphic Packaging INTERNATIONAL

Gender Pay Gap Statement – Leeds 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 Leeds 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 Leeds, regardless of job role. We are confident that all men and women at Leeds 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 2025, the BPIF (British Print Industry Federation) published a report based on data gathered in 2024. They reported that men accounted for 70% of the total print industry and women accounted for 30%. This mirrors the 2014 split of 69% male and 31% female, indicating that gender representation in the sector has remained largely unchanged for over a decade.

This is reflected in the Leeds site ratios, with 361 men (81.31%) and 83 women (18.69%) being employed at the site on the gender pay gap reporting snapshot date of 5th April 2025. 348 of these colleagues work in or support our production area where the split between genders is even more pronounced with 307 men (88.22%) and 41 women (11.78%) being employed. In our offices the split is more even with 54 men (56.25%) and 45 women (43.75%).

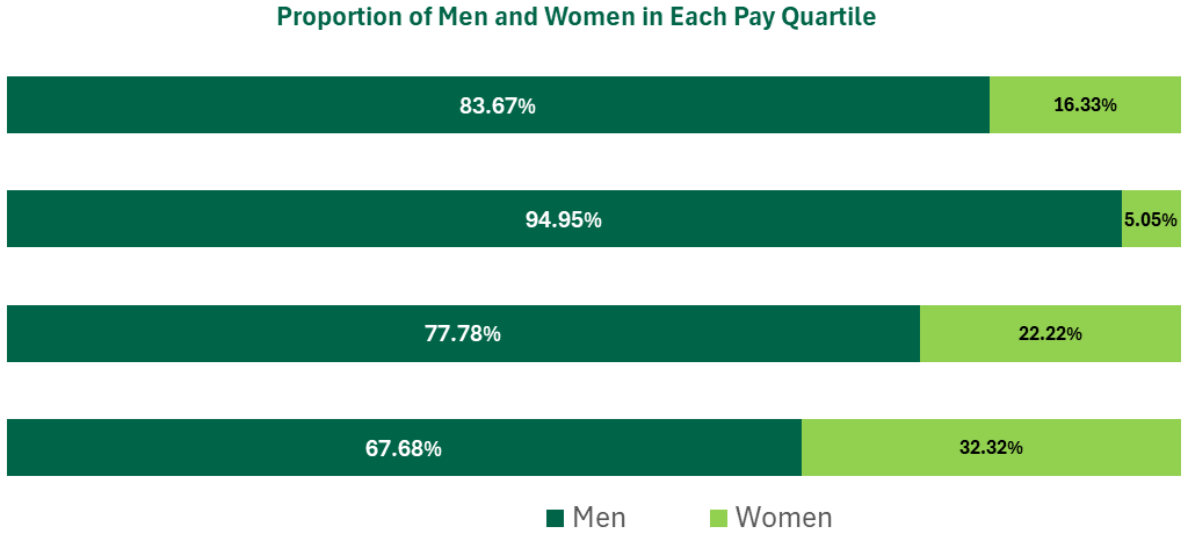
Our Gender Pay Figures at a Glance

Hourly Pay Gap Between Men and Women

	2025
Mean hourly pay gap	13.83%
Median hourly pay gap	22.90%

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



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	96.39%	96.12%

Bonus Pay Gaps Between Men and Women

	2025
Mean bonus pay gap	11.67%
Median bonus pay gap	0.00%

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 that we have significantly fewer women in the professional, technical, engineering and senior management roles within our company. This will be a challenge across our whole industry and one in which we constantly strive to address by looking for different opportunities to encourage and attract more women into the manufacturing roles we offer. Regardless of what initiatives we put in place to try and tackle this imbalance, it will require a significant cultural shift, from society as a whole, before any noticeable progress or change is experienced, and this is likely to take many years to achieve.

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.

Dean Naylor, Plant Director

Previous Years Gender Pay Reporting

2024

Hourly Pay Gap Between Men and Women	2024
Mean hourly pay gap	16.93%
Median hourly pay gap	24.45%

Pay Quartiles	% Women	% Men
Upper Quartile	11.96%	88.04%
Upper Middle Quartile	5.38%	94.62%
Lower Middle Quartile	19.35%	80.65%
Lower Quartile	36.56%	63.44%

Proportion of Men and Women Receiving a Bonus	% Women	% Men
Percentage of men and women receiving a bonus	47.50%	37.01%

Bonus Pay Gaps Between Men and Women	2024
Mean bonus pay gap	50.48%
Median bonus pay gap	90.00%

2023

Hourly Pay Gap Between Men and Women	2023
Mean hourly pay gap	12.35%
Median hourly pay gap	17.78%

Pay Quartiles	% Women	% Men
Upper Quartile	12.79%	87.21%
Upper Middle Quartile	8.14%	91.86%
Lower Middle Quartile	20.93%	79.07%
Lower Quartile	28.74%	71.26%

Proportion of Men and Women Receiving a Bonus	% Women	% Men
Percentage of men and women receiving a bonus	51.32%	23.33%

Bonus Pay Gaps Between Men and Women	2023
Mean bonus pay gap	57.93%
Median bonus pay gap	0.00%