



Gender Pay Gap – Statement - Bardon

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 employer with a compensation structure based on roles, responsibilities, skills and experience. All employees are recruited under this structure. An employee's future earning ability depends on their individual performance, potential and career interests.

In 2020, BPIF (British Print Industry Federation) historical data shows that men accounted for 70% of the total print industry and women accounted for 30%, suggesting that the gender ratio in our industry has remained largely unchanged nationally. Our current workforce reflects this demographic; 79% of our employees are men and 21% are women.

In accordance with Gender Pay Reporting, we have made the required calculations which show that our overall Mean Gender pay gap is negative - 5.8%, meaning on average Women are paid more than Men.

The Median Bonus Gap was 5.67%, largely due to a higher % of Men working in production receiving shift premiums, resulting in the mid-point amongst Women being in office-based roles, Women's salaries increase after the Median point.

It should be noted that we have an equal and average % ratio between Male and Females in each quartile, also that Females account for 50% of Managerial Positions across the location including production, with 31.3% of Women Bonus eligible.

We can use these results to assess:

- * The levels of gender pay gap in our workplace
- * The ratio of male and female employees at different levels
- * How effectively talent is being recognized and rewarded

Employees are encouraged to develop their skills and progress in their careers.

Any pay gap difference shown will be a result of differing roles and bandings. All employees in jobs in the same bandings are eligible for the same comparable rewards.

We will continue to monitor our gender pay gap and assess our results through the year.

Neil Andrews
Vice President & General Manager – Convenience Division