Gender Pay Gap – Statement - Newcastle

Graphic Packaging International is an equal opportunities manufacturing employer and offers an internal tiered salary structure, irrespective of gender. Internally we employ more men (83.05%) than women (16.95%) and have a spread of production and office employees of which are 299 production and 61 office.

We are driven by our core values that drive the success of the business and harness the benefits of a truly diverse and inclusive culture.

In 2020, the BPIF (British Print Industry Federation) released a report based on data gathered in 2019. They reported that men accounted for 70% of the total print industry and women accounted for 30%, thus suggesting that the gender ratio has remained largely unchanged nationally.

We can use these results to assess:

• the levels of gender equality in our workplace
• the balance of male and female employees at different levels
• how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. Our results show that our overall gender pay gap has remained at 14%, the figure it was in 2021. The majority of our print industry workers are male, something which we are inherently affected by and have little effect of changing.

In respect of the control we have over our own internal staff, all trainees and new internal staff are recruited under the same structure and their earning ability depends on their success and career progress.

All internal employees are encouraged to grow and earn to their full potential. Any pay gap difference shown will be a result of differing roles & bandings, however all employees working in the same bandings will be earning the same rewards.

We strive to continually monitor our gender gap and will publish the results again in 2022 as requirement of the government initiative into equal pay

Neil Andrews
General Manager, Convenience