

## Gender Pay Gap Report 2022

As part of its commitment to reducing the UK's gender pay gap, the UK government requests that all employers with 250 or more employees publish their gender pay gap on an annual basis. Gender pay gap reporting does not represent equal pay. Equal pay relates to males and females being paid differently for 'like work' or 'work of equal value' and has been prohibited under UK law since the 1970s. We are committed to ensuring equal pay through regular monitoring and analysis and are confident that our gender pay gap is not an equal pay issue.

### Gender Pay Gap

Our gender pay gap is reported using the mean and the median, as follows;

Mean: -25.9%

Median: -31.6%

### Gender Bonus Gap

Our gender bonus gap is also reported using the mean and median, as follows;

Mean: -31.3%

Median: -50.0%

The proportion of our employees who received a bonus payment is shown as a percentage;

Males: 10.5%

Females: 33.7%

### Pay Distribution

We have split the hourly pay rates of our workforce into four pay quartiles. We have then calculated the proportion of males and females in each quartile, and the distribution is shown as a percentage;

	Males	Females
Upper Quartile	67.3%	32.7%
Upper Middle Quartile	66.7%	33.3%
Lower Middle Quartile	92.1%	7.9%
Lower Quartile	90.2%	9.8%



20 Brickfield Road, Birmingham B25 8HE, England, United Kingdom

+44 (0) 121 706 6181 | fax: +44 (0) 121 706 6541

enquiry@epgroup.co.uk

epgroup.co.uk

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### **What Do Our Figures Show?**

The operational nature of our Company has led to a disproportionate representation of males and females across the departments within the organisation. Males represent 79% of our operational workforce which has a significant impact on the figures, above.

Gender Pay Gap:

Our figures appear to suggest that there isn't a gender pay gap within our business; whilst we do recognise an imbalance in our male to female staffing numbers across the quartiles.

Gender Bonus Gap:

Our figures show that we have awarded bonuses to a higher proportion of our female employees this year compared to last year. Both our mean and median figures suggest that we do not have a gender bonus gap within our business. Our figures suggest that more bonus payments have been awarded to females compared with males which correlates with the proportion of females within our Senior Management Team and senior sales team structures being over half.

### **What Are We Doing About This?**

We, as an employer, are committed to ensuring that all roles in our business are accessible to those with the skills and experience who wish to work there regardless of gender, and we will continue to take steps to encourage all our people to reach the highest level to which they aspire.

The plan we noted in our 2021 Gender Pay Gap Report was to look more closely at the imbalance in our male to female staffing numbers across the quartiles with a view to addressing this. We reported in our 2021 report that 88% of our operational workforce was male. We are pleased to report that this figure has decreased to 79%, which means that we have been successful in increasing the percentage of females within our operational areas. We are pleased to have made this progress in our aims to attract and promote a more gender-balanced workforce. We plan to continue on with this progress throughout 2023.

We are also proud to report that over half of our Senior Management Team are female, and we are proud of the positive impact this has across our business.

I confirm that the data in this report has been calculated accurately and in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Paul Timmins

Director