



Klößner Pentaplast UK Gender Pay Gap Report 2017

As an employer with more than 250 UK employees, kp are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The information published below is a snapshot as at 5th April 2017. Two kp companies were employers at that time and are therefore within scope of the legislation, they are Linpac Packaging Ltd and Linpac Group Holdings Ltd.

The values have been reached using the mechanisms that are set out in the gender pay gap reporting legislation and are confirmed to be accurate at the time of publishing.

John A Jones **HR Director, kp Food & Consumer Products**

Linpac Packaging Ltd

| Percentage of Male and Female employees | |
|---|-----|
| Male | 83% |
| Female | 17% |

| Percentage of Male and Female employees receiving a bonus | |
|---|-----|
| Male | 7% |
| Female | 32% |

| Pay and Bonus gap | Mean | Median |
|-------------------|--------|--------|
| Hourly pay | 8.67% | 5.06% |
| Bonus | 78.42% | 80.55% |

| Percentage of Male and Female employees in each pay quartile | | |
|--|------|--------|
| | Male | Female |
| Lowest | 21% | 43% |
| Quartile 2 | 25% | 27% |
| Quartile 3 | 27% | 13% |
| Highest | 27% | 17% |



Klöckner Pentaplast
LINPAC Group Holdings Limited
Wakefield Road
Featherstone
West Yorkshire
WF7 5DE
United Kingdom

Linpac Group Holdings Ltd

Percentage of Male and Female employees

| | |
|--------|-----|
| Male | 69% |
| Female | 31% |

Percentage of Male and Female employees receiving a bonus

| | |
|--------|-----|
| Male | 47% |
| Female | 47% |

| Pay and Bonus gap | Mean | Median |
|-------------------|--------|--------|
| Hourly pay | 42.17% | 34.62% |
| Bonus | 68.60% | 43.21% |

Percentage of Male and Female employees in each pay quartile

| | Male | Female |
|------------|------|--------|
| Lowest | 21% | 35% |
| Quartile 2 | 24% | 35% |
| Quartile 3 | 26% | 18% |
| Highest | 29% | 12% |