



kp in the UK

Klöckner Pentaplast (kp) is a plastics manufacturer that is purpose-driven to deliver sustainable protection of everyday needs. Our experts create innovative films and trays that provide product safety, help avoid food waste, safeguard medication and medical devices, and protect the integrity of countless durable products. We innovate, design, and manufacture sustainable solutions that our customers use to package and protect products in daily situations around the globe. And we understand our obligation and responsibility to champion a circular economy where plastics are a source of valuable raw material. Founded in 1965, we have 31 plants in 18 countries, and employ over 5,700 people, committed to serving customers worldwide. In the UK, we have 401 employees across 4 locations. 20.7% of our UK workforce is female.

kp 2023 Diversity & Inclusion

At kp by the end of 2025, the percentage of women at management levels will exceed 30%. Fostering diversity and inclusion at all levels of kp matters to us, which is why we recently set up our Diversity, Equity and Inclusion Initiative, a company-wide, global effort to support a diverse, equitable and inclusive workplace. One of the most visible, although by no means only, outcomes of this effort will be a significant increase in gender diversity at management levels. To help make that happen, we will educate, promote, and encourage diversity and inclusion, while advocating for business benefits and raising awareness of the issue. At the same time, we will incorporate D, E & I best-practice into the way we work, from talent acquisition through to career development and through offering flexible working practices.

kp 2023 Gender Pay Gap Reporting

In 2016, with the goal of promoting greater gender diversity, the UK government introduced a requirement for employers to disclose their gender pay gap for legal entities with 250 or more employees. The gender pay gap does NOT measure unequal pay. The gender pay gap shows the difference in the average earnings of men and women. It includes aggregated data about all jobs at all levels, without regard to the type of work being done by each employee or group of employees. It is not an indication of pay inequality since the men and women may be doing different roles. Nevertheless, it is something that kp takes very seriously as it highlights an important issue that all businesses must pay attention to.



kp reports on the pay gap for all UK legal entities with a combined total of employees of 401 for 2023

UK legal entities, include: Linpac Packaging Ltd, Linpac Group Ltd, Klockner Pentaplast Ltd.

Understanding the data, positive and negative figures:

A positive percentage shows that women have lower pay or bonuses than men.

A negative percentage shows that men have lower pay or bonuses than women.

A zero percentage shows that there is equal pay or bonuses between men and women.

Percentage of male and female employees.

Male: 79.3

Female: 20.7

Percentage of male and female employees receiving a bonus.

Male: 75.44

Female: 80.56

Mean pay and bonus gap.

Hourly Pay: -8.39

Bonus: -13.20

Median pay and bonus gap.

Hourly Pay: -11.02

Bonus: -20

Percentage of males in each quartile.

Top Quartile: 64

Upper Mid Quartile: 88.8

Lower Mid Quartile: 86.5

Lower Quartile: 80



Percentage of females in each quartile.

Top Quartile: 36
Upper Mid Quartile: 11.2
Lower Mid Quartile: 13.5
Lower Quartile: 20

Statement of Accuracy:

I Svetlana Walker in my capacity of General Counsel and Chief Compliance Officer, confirm that to the best of my knowledge and understanding the gender pay gap data reported in the document is true and accurate.

Signed: DocuSigned by:
Svetlana Walker
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Date: 16.01.2024