

UK Gender Pay Gap



kp in the UK



Klöckner Pentaplast (kp) is a plastics manufacturer that is purpose-driven to deliver the 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 for 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 437 employees across 4 locations. 19% of our UK workforce is female.

Diversity & inclusion at kp



By the end of 2025, the percentage of women at management levels at kp 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 the 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.

Gender Pay Gap Reporting



In 2016, with the goal of promoting greater gender diversity, the UK government introduced a requirement for employers disclose their ***gender pay gap*** for legal entities with 250 or more employees. The gender pay gap does NOT measure unequal pay. In kp we have one entity with 250+ employees – Linpac Packaging Limited.

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.

UK Gender Pay Gap Report 2018



In compliance with the UK government regulations, kp reports on the pay gap for UK legal entities with 250 or more employees.

Linpac Packaging Ltd

Percentage of Male and Female employees

Male	82%
Female	18%

Percentage of Male and Female employees receiving a bonus

Male	5%
Female	32%

Pay and Bonus gap	Mean	Median
Hourly pay	0.56%	5.14%
Bonus	65.68%	85.62%

Percentage of Male and Female employees in each pay quartile

	Male	Female
Top quartile	86%	14%
Upper mid quartile	92%	8%
Lower mid quartile	85%	15%
Lower quartile	65%	35%

UK Gender Pay Gap Report 2019 & 2020



Due to the Covid pandemic, the UK government have extended the reporting deadline for 2019 and 2020 to October 2021.

Linpac Packaging Ltd 2020					
Percentage of Male and Female employees			Packaging 2019		
Male		81%			81%
Female		19%			19%
Percentage of Male and Female employees receiving a bonus					
Male		67%			21%
Female		33%			40%
Pay and Bonus gap		Mean	Median	Mean	Median
Hourly pay		8.6%	5.6%	1.7%	4.7%
Bonus		-32.5%	-505.0%	-19.4%	-200.0%
Percentage of Male and Female employees in each pay quartile					
		Male	Female	Male	Female
Top quartile		91%	9%	89%	11%
Upper mid quartile		87%	13%	90%	10%
Lower mid quartile		81%	19%	73%	28%
Lower quartile		65%	35%	75%	25%