



Klöckner Pentaplast UK Gender Pay Gap Report 2018

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 2018. 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	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%



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	68%
Female	32%

Percentage of Male and Female employees receiving a bonus

Male	61%
Female	41%

Pay and Bonus gap	Mean	Median
Hourly pay	55.69%	44.18%
Bonus	72.88%	0.55%

Percentage of Male and Female employees in each pay quartile

	Male	Female
Top quartile	85%	15%
Upper mid quartile	69%	31%
Lower mid quartile	71%	29%
Lower quartile	46%	54%