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Gender Pay Gap

Anson Packaging Report 2017

Summary from our CEO

In April 2017 new legislation was introduced by the UK Government, meaning that employers with more than 250 employees are required to publish their gender pay gap.

In April 2017 Faerch Plast consisted of 3 employing entities in the UK and we are required, for this first time, to only publish data for Anson Packaging Ltd. as it had a headcount in excess of 250. The figures quoted in this report are as at 5 April 2017 and the bonus gap in the 12-month reference period to 5 April 2017, i.e. for the 2016 performance year

Faerch Plast UK Ltd fully support this legislation as we believe it will help businesses to tackle gender equality in the workplace. We believe that a more diverse workforce will make us a better business and are committed to making Faerch Plast UK Ltd a great place to work, where our people thrive, and can be at their best, every day.

We have conducted an in-depth review into our pay levels and are confident that we have equal pay conditions, however like many other organisations we do have a gender pay gap. The main reason for our gender pay gap, is that women are often absent, or in fewer numbers, from certain areas of our workforce, e.g. senior leadership roles and technical/engineering positions, which have customarily attracted more men, and higher rates of pay.

We are already taking action to address the gender balance within Faerch Plast UK and we are confident that as we progress with our gender balance, our gender pay gap will decrease.

I confirm that the gender pay gap data contained in this report for Anson Packaging Limited is accurate and has been produced in accordance the UK Governments Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and with the ACAS guidance on managing gender pay. We look forward to reporting for all UK sites as Faerch Plast UK Ltd in 2018.



Andrew Osborne-Smith
Chief Executive Officer, UK & Ireland



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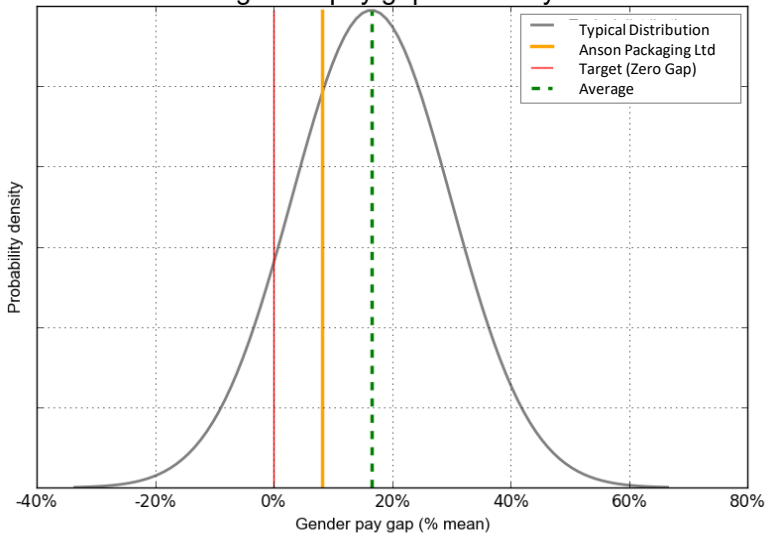
What do we mean by Gender Pay Gap?

The gender pay gap is a measure designed to show the difference between the gross hourly earnings for all men in an organisation and the gross hourly earnings for all women. This is different to equal pay, which compares pay for men and women for work of equal value.

The mean gender pay gap for Anson Packaging in 2017 was 8.2% and we are encouraged that this is significantly lower than similar organisations in the manufacturing and production sector and the current national mean pay gap of 17.4%.

At 16.1%, the median gender pay gap for Anson Packaging is above the whole sample figure. It is broadly in line with the figure for organisations in the same sector and below the figure for organisations in the same industry.

Mean gender pay gap: summary chart



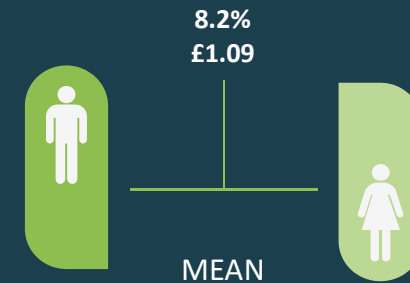
A mean male hourly rate of £13.21

A mean female hourly rate of £12.12

A median male hourly rate of £11.54

A median female hourly rate of £9.68

The difference in hourly pay between men and women at Anson Packaging is:



What is the mean?

The mean average involves adding up all the numbers and dividing the result by the number of values in the list. We calculate the mean average for both men's and women's hourly pay and report the percentage and £'s difference.

16.1%
£1.86



MEDIAN

What is the Median?

The median involves listing all the numbers in numerical order. The median is the middle number. We calculate the median for both men's and women's hourly pay and report the percentage and £'s difference.

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Our Bonus Gap

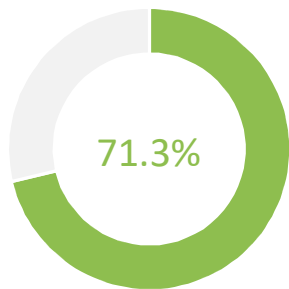
The gender bonus gap is the difference between the average bonus received by men and women across Anson Packaging Ltd.

BONUS GAP		
MEDIAN	7.1%	£16.50
MEAN	75.1%	£595.11

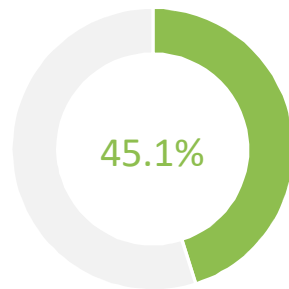
Mean Annual Male Bonus - £792.93
 Mean Annual Female Bonus - £197.24

Median Annual Male Bonus - £234
 Median Annual Female Bonus - £217.5

Proportion of Males receiving a bonus



Proportion of Females receiving a bonus

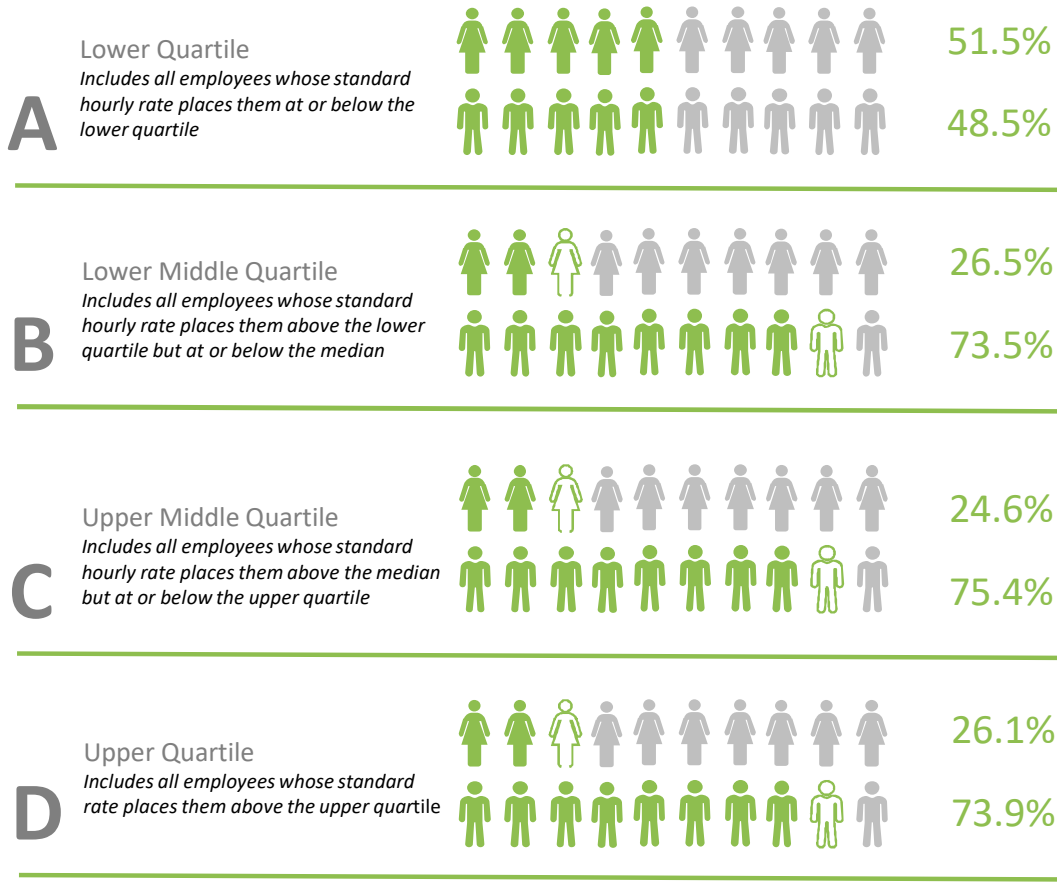


How do we compare?

Group	Males with Bonus	Females with Bonus
Anson Packaging	71.3%	45.1%
Sector: Manufacturing & Production	56.3%	54.2%
Industry: General Manufacturing	53.1%	48.5%
T/O: under £100 million	35.3%	34%
Employee: 250 - 999	41.4%	30.5%

Our Pay Quartiles

The graphic below illustrates the gender distribution at Anson Packaging across four equally sized quartiles from lowest to highest.



How do we compare?

Group	Band A	Band B	Band C	Band D
Anson Packaging	M – 48.5% F – 51.5%	M – 73.5% F – 26.5%	M – 75.4% F – 24.6%	M – 73.9% F – 26.1%
Sector: Manufacturing & Production	M – 64.8% F – 35.2%	M – 73.8% F – 26.2%	M – 79.9% F – 20.1%	M – 83.3% F – 16.7%
Industry: General Manufacturing	M – 63.3% F – 36.7%	M – 76.8% F – 23.2%	M – 82.4% F – 17.6%	M – 82.7% F – 17.3%
T/O: under £100 million	M – 47.9% F – 52.1%	M – 53% F – 47%	M – 58.2% F – 41.8%	M – 63.7% F – 36.3%
Employees: 250 - 999	M – 41.7% F – 52.3%	M – 53.6% F – 46.4%	M – 58.8% F – 41.2%	M – 65.6% F – 34.4%

What are we doing to close our Gender Pay Gap?

In line with the governments recommendations to pick a number of actions to close the gender pay gap, we have identified 10 actions to focus on over the next 12 months. We will:

Recruitment:

- Analyse current recruitment sources to identify gender split of applicants, and at each stage of the screening process to make sure they are fair and there is no bias in applicant screening/shortlisting.
- Remove bias from our interview processes by introducing a structured/competency based selection process and scoring system.
- Continue to require hiring managers to justify hiring and salary decisions.
- Examine and remove barriers to flexible working.

Pay, Performance and Promotion

- Improve our pay and reward structures by ensuring they are underpinned by job evaluation and that negotiated individual levels of pay are contained within pay grades.
- Inform each manager they will have to show they offered roles and development opportunities to all staff with similar performance ratings.
- Review our distribution of performance ratings between men and women.
- Establish a set of metrics to monitor our diversity performance for regular reporting at our Management Board.
- Ensure our reward arrangements and processes are free from gender bias through calibration of the annual reward review.



Deborah Rapkins
HR Director, UK & Ireland

Data submission

Anson Packaging submitted data for a total of 297 workers of which 297 were categorised as “relevant employees” and used in the reporting of bonus pay gap statistics.

274 employees were classified as “full-pay relevant employees” and were used in the reporting of hourly pay gap statistics.