

## UK Gender Pay Gap Reporting April 2022

Coveris is reporting pay for all of its principal UK based businesses, including those which fall under the 250-employee reporting requirement; we do this to give full transparency in our business. Because the pay gap is influenced by the distribution of male and female employees within our businesses and across our pay bands, a gender pay gap exists.

Our Gender pay gap reporting reflects the way our company is structured, which changed in 2021, and we report our main trading companies annually:

- **Coveris Flexibles UK Ltd** – these are our Paper businesses trading from 7 manufacturing sites across the UK and an HQ in Spalding.
- **Rivendell Europe Ltd** – these are our graphics businesses based in Leeds and at customer premises in Manchester and Leeds
- **Coveris Flexibles (Gainsborough) UK Ltd** – these are our Hartlepool and Flexibles businesses (Burnley and Gainsborough) trading from 3 manufacturing sites across the UK.
- **Coveris Louth Ltd and Coveris Winsford Ltd** - form part of the BU Films organisation operating in these towns with their HQ in Spalding.

EMPLOYER	Difference in Hourly Pay		Difference in Bonus		% of male/female receiving a bonus payment		% of male/female in lower pay band		% of male/female in lower middle pay band		% of male/female in upper middle pay band		% of male/female in upper pay band		
	Males over female		Males over female												
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	
Coveris Flexibles UK Ltd	15.1%	19.7%	39.7%	-26.0%	26.8%	37.1%	55.69%	44.31%	61.79%	38.21%	89.9%	10.1%	81%	19.0%	
Rivendell Europe Ltd	17.0%	5.7%	94.4%	94.4%	2.4%	2.3%	58.1%	41.9%	60.0%	40.0%	56.7%	43.3%	90.0%	10.0%	
Coveris Flexibles UK Ltd (Gainsborough)	11.80%	9.40%	48.80%	0%	27.80%	36.70%	68.10%	31.90%	77%	23%	84.10%	15.90%	84.10%	15.90%	
Coveris Louth Ltd	-15.9%	-10.7%	51.6%	38.1%	6.8%	17.4%	95.3%	4.7%	85.7%	14.3%	81.0%	19.0%	83.3%	16.7%	
Coveris Winsford Ltd	2.49%	11.10%	84.98%	72.29%	6.18%	3.22%	81.94%	18.06%	93.06%	6.94%	89.40%	11.11%	92.96%	7.04%	
UK 2021 (ONS)	14.9%														

Compared to the average results for all UK companies, Coveris companies perform better than 2021 reported "median hourly pay" in 4 of our 5 trading companies. This pay gap has improved from our 2019 return as we move towards a 50/50 balance between male and female employees in each of the 4 reported pay bands.

This pay gap is different to Equal Pay. Coveris has an established pay determination structure and pay banding system which ensures we give equal pay for equal work.



Ian Vickery  
UK HR Director  
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