

Gender Pay Gap Report 2024

Macfarlane Group UK Limited



Statement

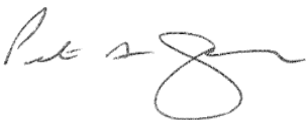
This marks the eighth consecutive year that Macfarlane Group UK Limited (Company number 01630389) has collected, reviewed, reported and published its Gender Pay Gap data.

As a company, we are dedicated to taking the necessary actions to ensure pay equity. As part of this commitment, these figures are reviewed annually at Board level, with any actions identified as part of this review included on the ESG (Environmental Social and Governance) Committee agenda.

Diversity, Equity, and Inclusion (DEI) remains a component of our overall strategy. We have made positive progress across the Group, with training and awareness being prioritised. In 2023 over 80% of the management team attended specific DEI training. This programme was rolled out virtually with all colleagues having the ability to complete the course.

This report is prepared for Macfarlane Group UK Limited, which includes Macfarlane Packaging, Macfarlane Design and Manufacture, Network Packaging, Greenwoods Stock Boxes, GWP Holdings Limited (GWP) and any acquisitions that were part of the Macfarlane Group UK Limited payroll on the 5th April 2024.

The data presented in this report has been collated using the *snapshot date 5th April 2024. I can confirm that the information provided is accurate and complies with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**The snapshot date is defined in the 2017 Regulation as the reference point that must be used when collecting data and calculating the organisations Gender Pay Gap.*

Introduction

Macfarlane Group UK Limited, with over 250 employees, is required to report its Gender Pay Gap. The scope of individuals used for the calculation includes all colleagues who were employed on either a contract issued by Macfarlane Group UK Limited or paid via the Macfarlane Group UK Ltd payroll on the snapshot date.

The following six calculations have been derived from the data collated.

The mean pay gap

The median pay gap

The proportion of male and female employees in each salary quartile band

The mean bonus pay gap

The median bonus pay gap

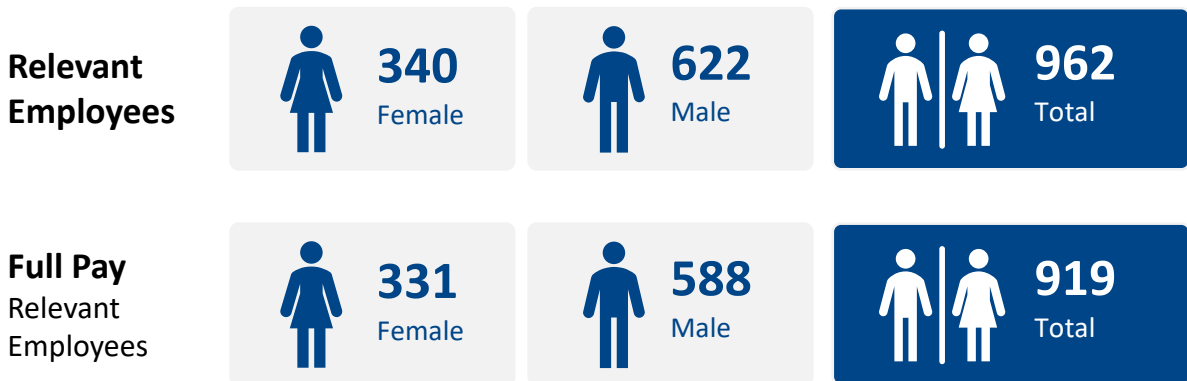
The proportion of males and females receiving a bonus payment

The snapshot date used for the data in this report is 5th April 2024.



Macfarlane Group UK Limited Gender Pay Data 5th April 2024

Macfarlane Group UK Limited Employees



The Mean Pay Gap

The mean pay gap is -1.3%



Hourly Pay

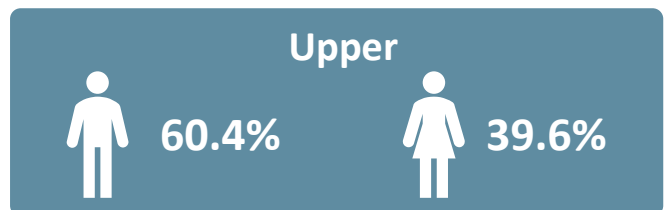
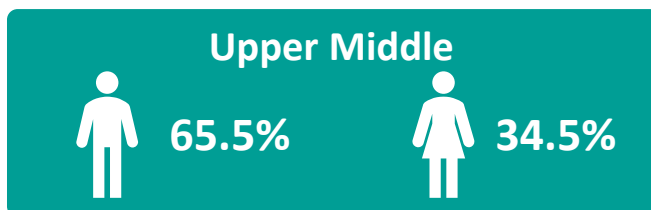
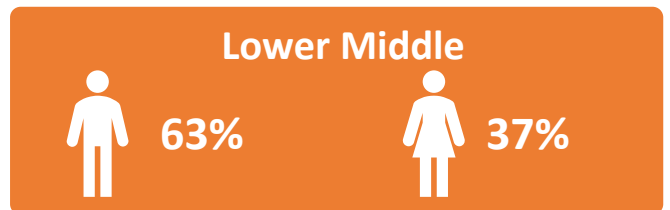
The Median Pay Gap

The median pay gap is -1.6%



Hourly Pay

The proportion of male and female employees in each salary quartile band



Bonus Payments

The largest employer of Macfarlane Group UK Ltd, Macfarlane Packaging has a company bonus structure in place which includes all employees. The company-wide bonus program not only rewards individual performance but also reflects the overall success of the business.

Macfarlane believes in rewarding its employees when the business performs well. In 2023 a good performance from the Distribution business meant a payment was made to a significant number of individuals employed by this division. These payments, made during the bonus reporting period, are reflected in the bonus pay gap data presented below, which shows a high number of individuals receiving a bonus payment.

Given the high number of employees receiving a bonus during this period, the female bias in the mean result is primarily due to the higher proportion of women employed in Sales positions. These roles offer the opportunity to earn a larger percentage of bonus compared to roles in Production and Logistics, where there is a male bias.

The Mean Bonus Pay Gap

The mean pay gap is **-3.5 %**



Bonus Pay

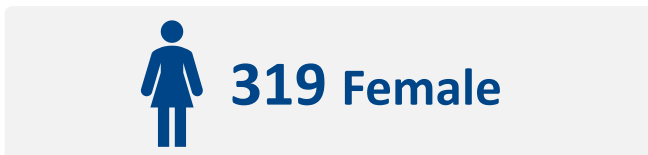
The Median Bonus Pay Gap

The median pay gap is **3.6%**



Bonus Pay

The proportion of male and female employees receiving a bonus



Comments

Macfarlane Group UK Limited reported a Mean Pay Gap of -1.3% in 2024, showing a slight decrease toward a female bias compared to the -1.5% reported in 2023.

This slight year on year variance is linked to a very small change in the number of males employed in traditionally lower paid roles within Production and Logistics.

Bonus payments at the snapshot date are factored into the calculation. As in previous years, April 2024 served as the bonus pay date for sales based employees, a group with a higher proportion of females. As with previous years this reward structure has an impact on the overall Mean Pay Gap result and also the Median Pay Gap which was reported at -1.6%.



Action Plan

Our priority actions for 2025 include:

- After successfully implementing DEI training for managers, the 2025 focus is to expand engagement to a broader group of colleagues, aiming for 80% completion by year-end through tailored virtual training.
- Keep improving policies and fostering best practices across the Group.
- Continue to develop inclusive hiring and promotion practices that ensures equal treatment.
- Encourage though proactive recruitment an increase in the number of females employed in positions that currently have a male bias.

References

Equality and Human Rights Commission (EHRC) website

Gov.uk – Gender Pay Gap Guidance website.

ACAS - Managing Gender Pay Reporting February 2021.

CIPD – Gender Pay Gap Reporting

