



RPC GROUP
GENDER PAY GAP
REPORT 2018



01 INTRODUCTION



As a business we aim to promote diversity. Our culture and our everyday operations are gender neutral, however, the industry which we are within is largely male dominated and females are underrepresented, especially in engineering roles. As an organisation, we aim to make RPC* a more diverse and inclusive place to work. We actively encourage existing staff to take part in our talent development programmes that focus on identifying high potentials and creating a talent pool to get people ready to attain the next level. We strive to increase our female graduate and apprentice applications to build a pipeline of women by making our brand better known to female school leavers and university graduates. We continue to review our processes to identify how we can achieve an overall gender balance in our recruitment.

In line with the Gender Pay Gap regulations, this report details our gender pay gap for RPC*, our entities with more than 250 employees and summarises our commitments to increase female representation throughout the organisation. You can see more information on our initiatives in the 2017 Gender Pay Gap Report.

I can confirm that the results set out in this report are accurate.

PIM VERVAAT

Chief Executive, RPC Group Plc



02 WHAT IS THE GENDER PAY GAP?

The gender pay gap is the measure of the difference between men's and women's hourly earnings in the organisation. This includes base pay, allowances and any other bonus and incentive pay paid in April 2018. The gender bonus pay gap is the difference in all incentive pay received by men and women in the 12 months up to April 2018. This includes all bonuses and long-term incentives.

The gender pay gap in the UK should not be confused with 'equal pay' or 'pay equity'. These are legal requirements to pay men and women the same for performing the same work, and have been in place in the UK for over 40 years. We believe in the principle of equal pay - RPC* is an equal opportunities and equal pay employer in the UK and across our global markets.

Mean and median compared

Mean

The mean is calculated by adding up the total pay of employees and dividing by the employees in the list. This calculation is completed separately for men and women and the totals are compared. While useful, this 'true average' is easily skewed by a small number of high or low earners. Reporting both mean and median figures provides a more rounded understanding of the GPG.

Median

The median is the number which is in the middle of a ranking of pay from lowest to highest. This is broadly understood by statisticians to be the best view of 'typical' pay, as extremes of low and high pay do not affect the median.

Gender pay gap quartile figures

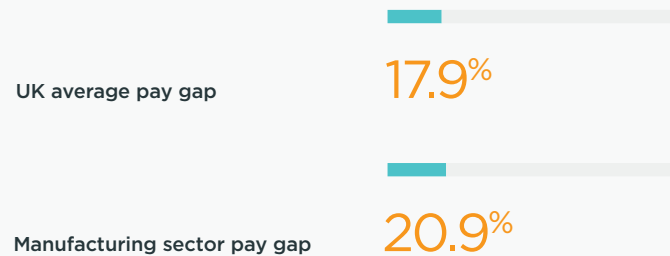
Gender pay gap quartile figures calculate an organisation's figures to show the proportion of male and female employees in four pay bands. To do this, employees are ranked from highest to lowest paid, then divided into four equal parts ('quartiles') to work out the percentage of men and women in each of the four parts.



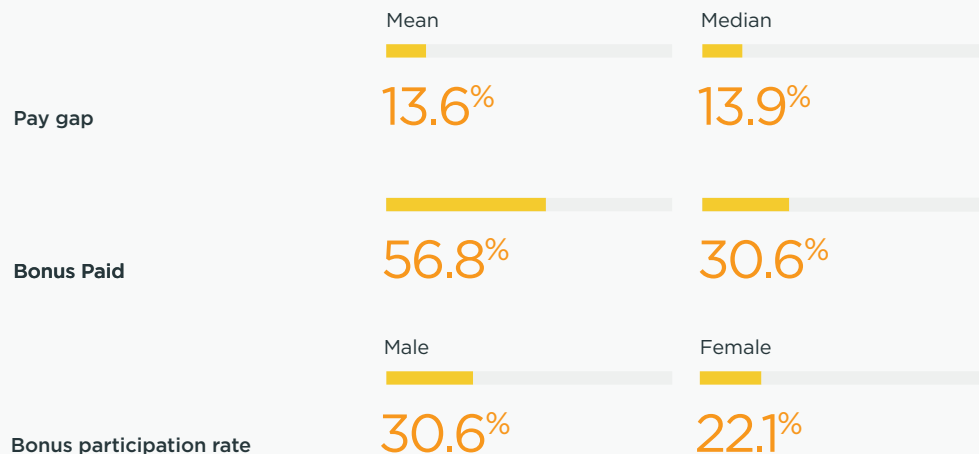
03 OUR GENDER PAY GAP

Gender Pay Gap Results - UK Averages

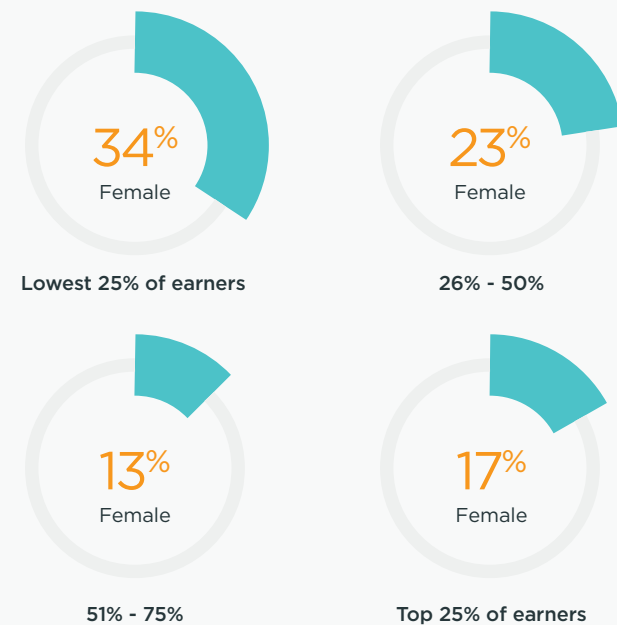
As the figures below show, according to the ONS 2018, the overall gender pay gap for RPC* is lower than both the UK average overall as well as for those companies operating in the manufacturing sector.



Gender Pay Gap Results - UK employees of RPC*



Distribution in each quartile of company pay



The graphic above shows that RPC* has a predominantly male workforce and that the proportion of females is lower in the upper quartile than in the lower quartile. The composition of our workforce is the reason for our gender pay gap and can explain the majority of the pay difference.

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Gender Pay Gap Results – Statutory disclosures

For the statutory disclosures of RPC entities with over 250 employees, please see the table below:

	Gender Pay Gap		Bonus Pay Gap				1 st quartile (highest paid)		2 nd quartile		3 rd quartile		4 th quartile (lowest paid)	
	Mean	Median	Male Proportion	Female Proportion	Mean Gap	Median Gap	Male	Female	Male	Female	Male	Female	Male	Female
United Closures and Plastics Ltd.	4.4%	4.4%	6.0%	8.4%	39.6%	0.8%	82.1%	17.9%	84.0%	16.0%	86.5%	13.5%	73.2%	26.8%
British Polythene Ltd.	4.3%	5.0%	91.0%	86.2%	2.5%	17.1%	83.0%	17.0%	90.8%	9.2%	89.9%	10.1%	77.1%	22.9%
RPC Containers Ltd.	15.1%	11.3%	2.6%	0.9%	84.1%	41.0%	85.2%	14.8%	77.9%	22.1%	74.3%	25.7%	63.1%	36.9%
Maynard & Harris Plastics	20.4%	21.6%	4.2%	4.8%	69.1%	77.3%	93.2%	6.8%	82.1%	17.9%	76.2%	23.8%	59.9%	40.1%

* Any reference to RPC Group or RPC includes, for the purposes of Gender Pay Gap reporting, all the legal entities with employees in the UK whose ultimate parent is RPC Group Plc.





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