

**Macfarlane Group
PLC**

**Gender Pay Gap
Report – 2019**



Statement

There are four UK employing legal entities that make up Macfarlane Group PLC, Macfarlane Group UK Limited, Macfarlane Labels Limited, Macfarlane Group PLC and Nottingham Recycling Limited. As a Group we are committed to building a culture that is open, diverse and enables all our employees to thrive in a positive working environment.

Macfarlane Group PLC is not formally required to report under The Gender Pay Reporting Regulations 2017. As in previous years however the company feel it is right to voluntary publish the report on the company website.

The Company internally calculate the Gender Pay Gap Report, which has been externally audited by Croner. The snapshot date used for the date within this report is 5th April 2019.

I can confirm that the data reported is accurate and in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Peter D Atkinson
Chief Executive Officer



Introduction

The Gender Pay Gap Regulations outline the data required to calculate any organisations Gender Pay Gap. Macfarlane Group PLC, whilst not required to report under the regulations, has used this structure to ensure a consistence of approach and the ability to review the data year on year, making recommendations and changes where required.

The following six calculations have been derived from the data collated for Macfarlane Group's 891 relevant employees. The calculations have been independently audited by Croner:

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; and

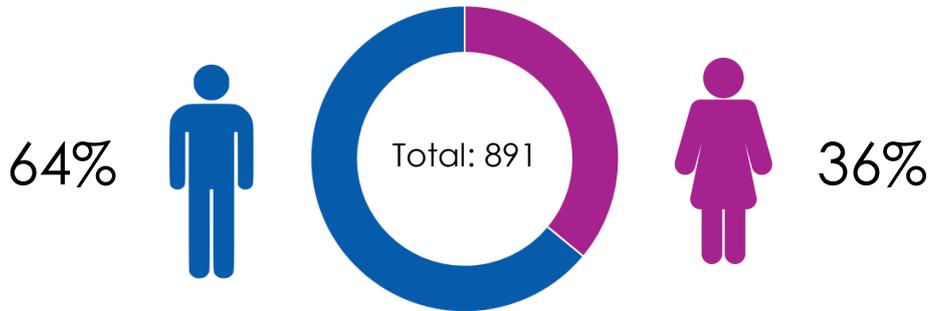
The proportion of males and females receiving a bonus payment.

The snapshot date used for the data in this report is 5th April 2019.



Macfarlane Group UK Limited Gender Pay Data (5th April 2019)

Workforce Information – Total Employees
(Relevant and Full Pay Relevant Employees)



The Mean Pay Gap

The mean pay gap is **7.2%**

Hourly Pay



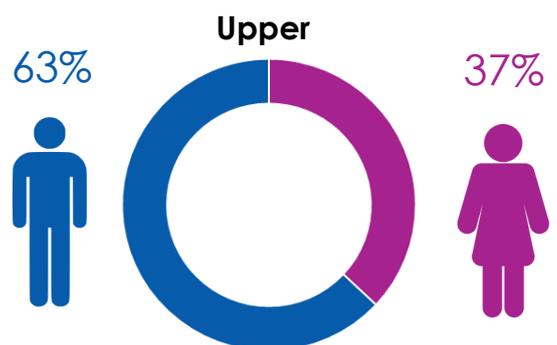
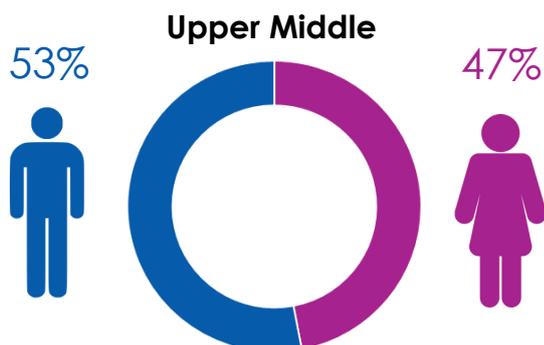
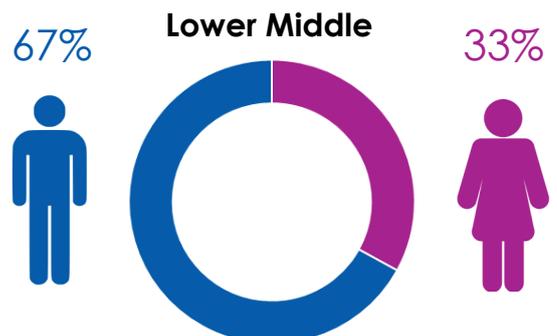
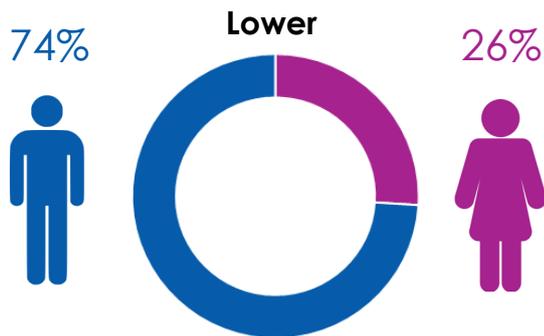
The Median Pay Gap

The median pay gap is **-12.9%**

Hourly Pay



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



Bonus Payments

Macfarlane Group PLC offer a number of bonus schemes, especially within Macfarlane Group UK Limited which employs over 150 sales professionals. The mean and median bonus pay gaps are influenced by the high proportion of female staff employed in sales roles. As with previous years a greater number of bonuses paid were actually paid to male staff but at a lower average value.

The Mean Bonus Pay Gap

The mean pay gap is **-35.0 %**

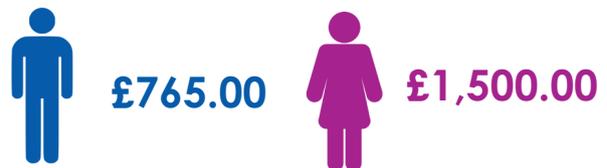
Hourly Pay



The Median Bonus Pay Gap

The median pay gap is **-96.0%**

Hourly Pay



Number of males and females receiving a bonus



Proportion of males and females receiving a bonus



Comments

Macfarlane Group PLC reports a female pay gap with regards to median pay.

This is predominantly a result of the number of female employees working in the Sales function.

The bonus pay gap results are also significantly influenced by the way the reward is structured for sales individuals, it is also reflective of the high number of male employees working in the Logistics and Production environment.

Recommendations

Macfarlane Group PLC reviews the practices and policies of the business to ensure pay increases and reward structures are free from gender bias. The manner in which roles are rewarded has an impact on specific calculations including the bonus pay gap. It is recognised that whilst clear policies are in place further development is required regarding pro-active recruitment practices where there is a gender bias in any specific employee group for example Logistics.



References

Equality and Human Rights Commission (EHRC) website

Gov.uk – Gender Pay Gap Guidance website.

ACAS - Managing Gender Pay Reporting February 2019.

