

**Macfarlane Group  
PLC**

**Gender Pay Gap  
Report – 2019**



## Statement

At Macfarlane Group UK Limited (Company number 01630389) we are committed to building a culture that is open, diverse and inclusive, enabling an environment where all individuals can thrive. The primary objective of Gender Pay Gap Reporting is to highlight any pay inequalities. We review the information to assess and monitor the levels of gender equality in our workplace along with the balance of male and female employees at different levels.

In our third year of reporting, we continue to strive for greater parity, particularly within our traditionally male-dominated sectors such as warehousing and production. We continue to review and put in place key actions where there is any imbalance, such as targeted recruitment strategies and proactive succession planning.

This report has been produced for the legal entity Macfarlane Group UK Limited, which incorporates Macfarlane Packaging, Macfarlane Design and Manufacture, Network Packaging, Greenwoods Stock Boxes and any other acquisitions that were part of Macfarlane Group UK Limited on 5<sup>th</sup> April 2019.

The Company internally collated and collated the Gender Pay Gap Report, this has been externally audited by Croner. The snapshot date used for the date within this report is 5<sup>th</sup> 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

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 employees who were employed on either a contract issued by Macfarlane Group UK Limited or by an acquisition prior to the point of transfer.

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

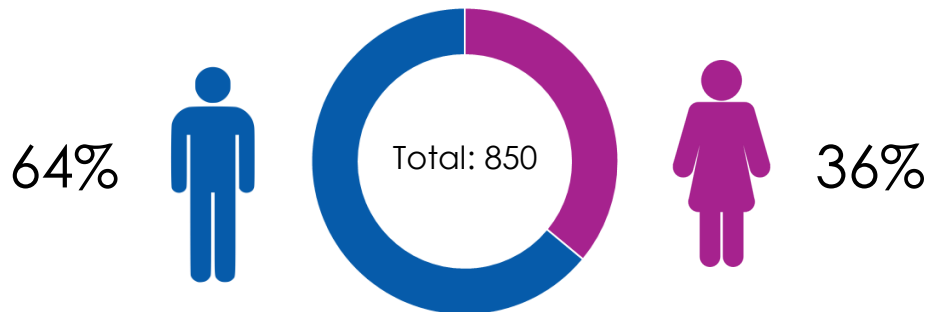
The proportion of males and females receiving a bonus payment.

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



## Macfarlane Group PLC Gender Pay Data (5<sup>th</sup> 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



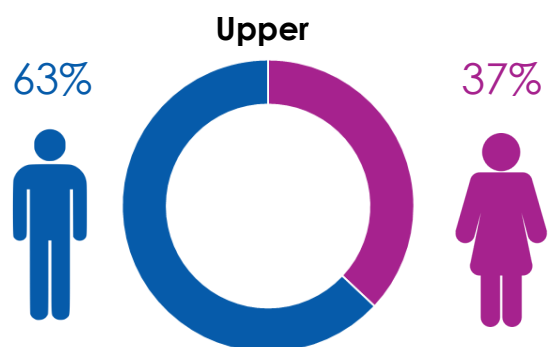
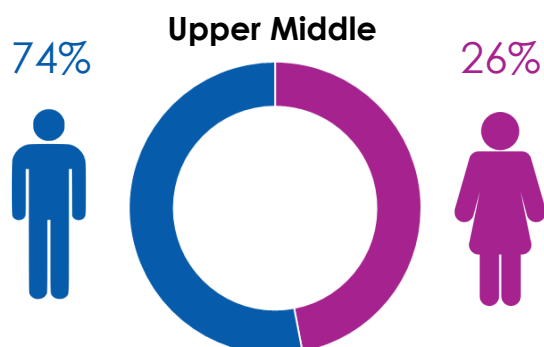
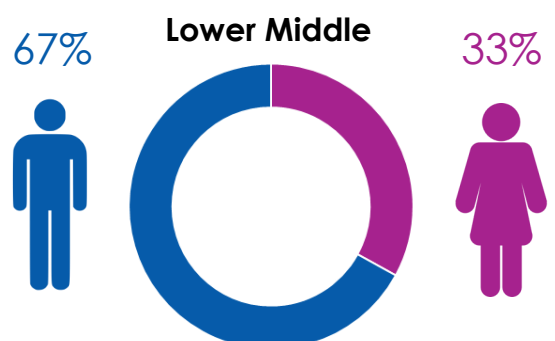
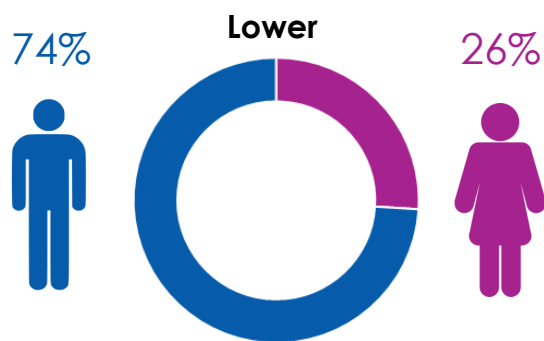
### The Median Pay Gap

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

#### Hourly Pay



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



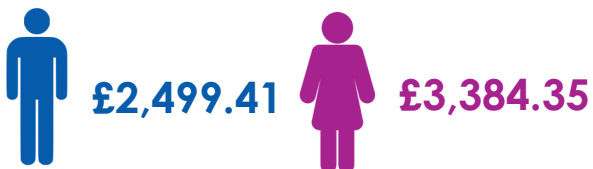
## Bonus Payments

The largest employer of Macfarlane Group UK Limited is Macfarlane Packaging. The Packaging business employs over 150 proactive sales professionals who have, as part of their reward package, a competitive incentive programme. The mean and median bonus pay gaps are influenced by the Sales function which continues to employ a high proportion of female staff. For the bonus period relevant to this report females earned significant bonuses through the incentive programme. 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



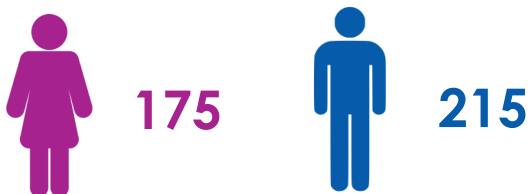
### The Median Bonus Pay Gap

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

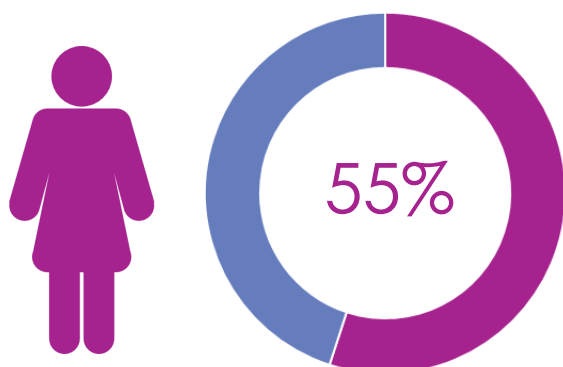
#### Hourly Pay



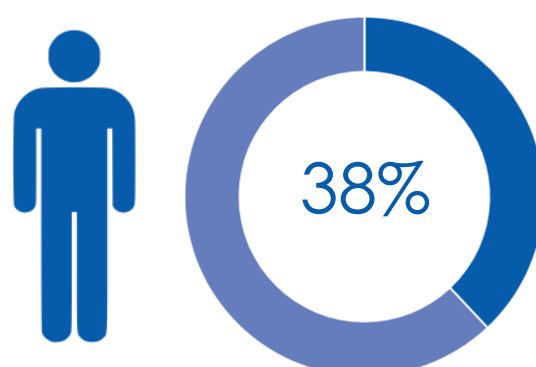
## Proportion of males and females receiving a bonus



#### Female Staff



#### Male Staff



■ Received a bonus ■ Did not receive a bonus

■ Received a bonus ■ Did not receive a bonus



## Comments

Macfarlane Group UK Limited employed 794 members of staff on 5<sup>th</sup> April 2019, with 761 of these employees classified as full pay relevant and therefore included in both the mean and median pay gap calculations. Both the median and mean pay gap calculations are reporting a minus percentage, therefore showing a pay gap in favour of female staff.

As in previous years these results are influenced by the significantly higher level of male staff employed in traditionally lower paid roles such as Production and Logistics. The business has a higher proportion of female staff within the Sales function, with over two thirds of the Sales team female employees.

The bonus pay gap results are significantly influenced by the way the reward is structured for sales individuals. With bonus payments being made quarterly for individuals employed in Sales, this has influenced the hourly rate calculation, the median pay gap result, with both bonuses pay gap statistics are reflective of this demographic.

## Recommendations

Macfarlane Group UK Limited has clear procedures to ensure that decisions regarding reward, pay and career enhancement are made free from gender bias. Recruitment practices are structured to ensure that positions both internal and external are offered based on skills, knowledge and capability. However, it is recognised that whilst work has been completed to improve our ability to attract a more diverse workforce this objective needs to continue, specifically focusing on the functions of Logistics and Production.





## References

Equality and Human Rights Commission (EHRC) website

Gov.uk – Gender Pay Gap Guidance website.

ACAS - Managing Gender Pay Reporting February 2019.

