



Macfarlane Group PLC

Gender Pay Gap Report 2021

Statement

Macfarlane Group PLC (SC4221) as a collection of businesses are committed to building a culture that is open, diverse and inclusive, enabling an environment where all individuals can thrive. Whilst the only legal requirement is for Macfarlane Group UK LTD to report under the Gender Pay Gap legislation We produce, review and audit 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.

We continue to strive for greater parity, particularly within our traditionally male-dominated sectors such as warehousing and production. Key actions are in place 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 PLC, which incorporates Macfarlane Packaging, Macfarlane Design and Manufacture, Network Packaging, Macfarlane Labels and any other acquisitions that were part of Macfarlane Group PLC.

The Company internally collated and collated the Gender Pay Gap Report, this has been externally audited. The snapshot date used for the date within this report is 5th April 2021.

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 PLC, is not required to report its Gender Pay Gap. However to provide transparency and support a diverse and inclusive culture the data is collected and reviewed.

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 Menzies Law:

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

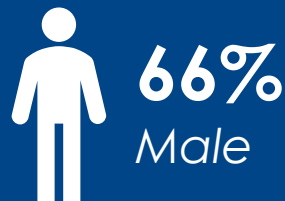
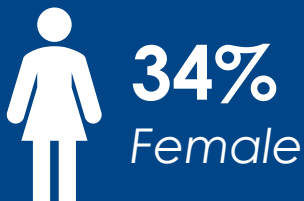
The proportion of males and females receiving a bonus payment

The snapshot date used for the data in this report is 5th April 2021.



Macfarlane Group UK Limited Gender Pay Data (5th April 2021)

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



The Mean Pay Gap

The mean pay gap is **2.4%**

Hourly Pay



The Median Pay Gap

The median pay gap is **-12.1%**

Hourly Pay



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

Lower



Lower Middle



Upper Middle



Upper



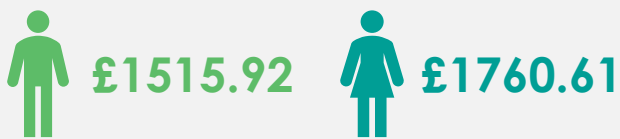
Bonus Payments

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 **-16.1 %**

Hourly Pay



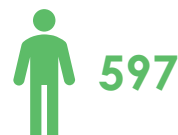
The Median Bonus Pay Gap

The median pay gap is **-1.5%**

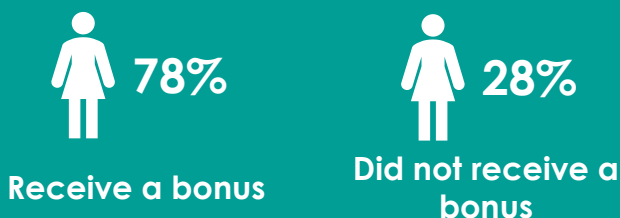
Hourly Pay



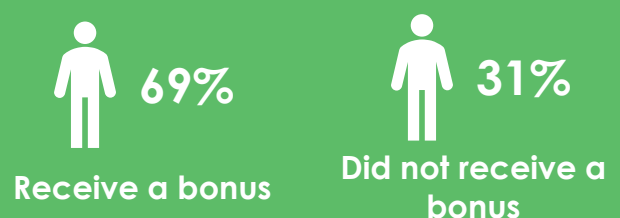
Proportion of males and females receiving a bonus



Female Staff



Male Staff



Comments

Macfarlane Group PLC employed 984 members of staff on 5th April 2021 with 898 of these employees classified as full pay relevant and therefore included, the pay gap calculations. 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 PLC 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 2020.