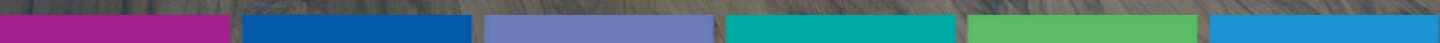




Macfarlane Group UK Limited

Gender Pay Gap Report 2023



Statement

This is the seventh year Macfarlane Group UK Limited (Company number 01630389) has reported its Gender Pay Gap figures. The Gender Pay Gap data is captured internally, reported and reviewed at Board level. The information included in this report highlights any required actions concerning gender pay or bonus inequality. As a business we are committed to taking the necessary steps to ensure pay equality.

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, GWP Holdings Limited (GWP) and any other acquisitions that were part of Macfarlane Group UK Limited on the 5th April 2023.

The information included in this report is externally audited by Menzies Law. The snapshot date used for the data in this report is 5th April 2023.

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 Menzies Law:

The mean pay gap

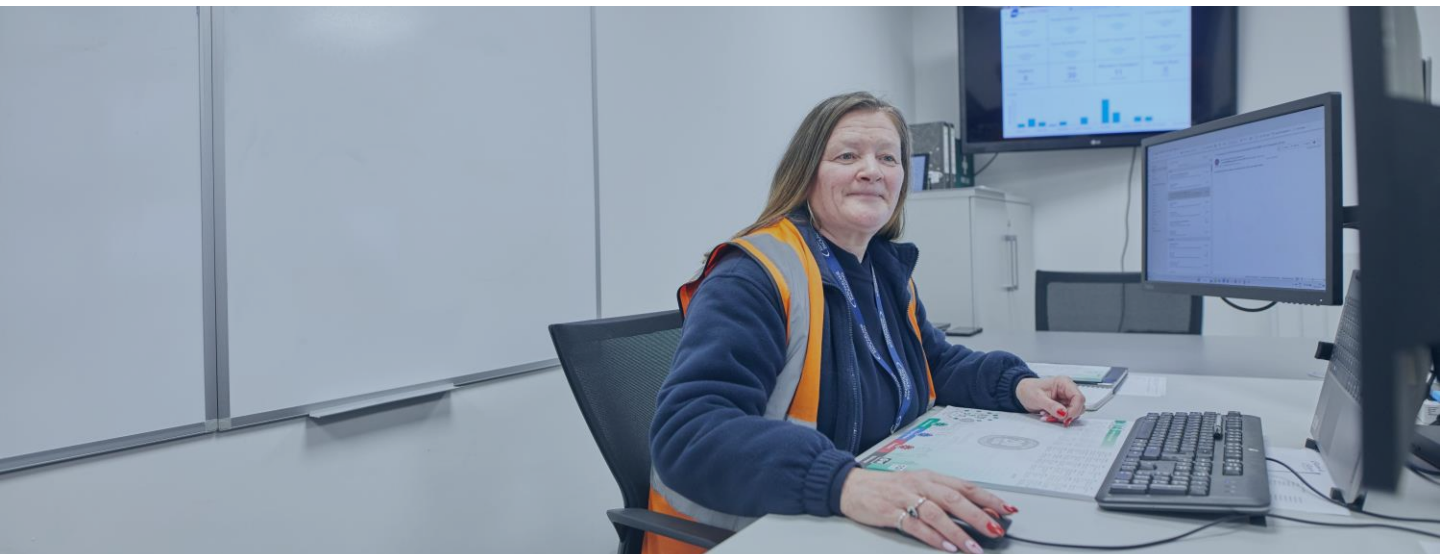
The median pay gap

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

The mean bonus pay gap

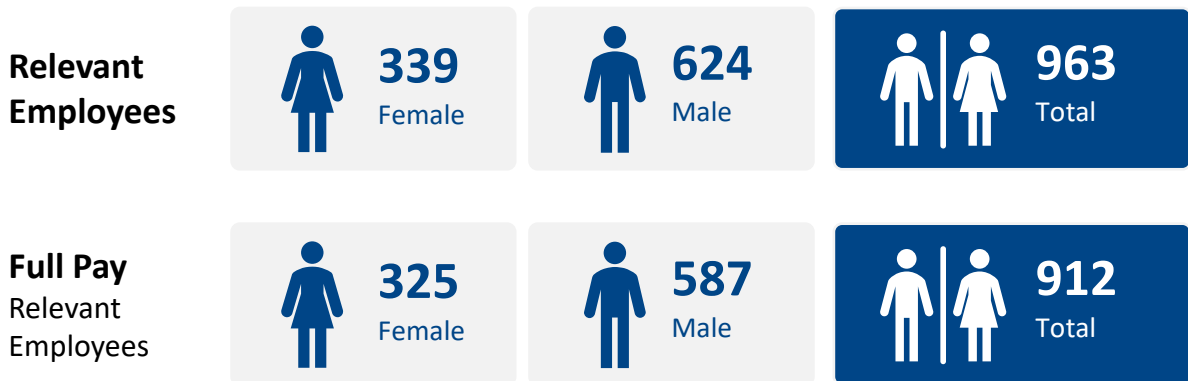
The median bonus pay gap

The proportion of males and females receiving a bonus payment



Macfarlane Group UK Limited Gender Pay Data 5th April 2023

Macfarlane Group UK Limited Employees



The Mean Pay Gap

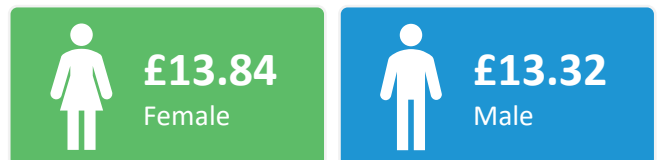
The mean pay gap is -0.7%



Hourly Pay

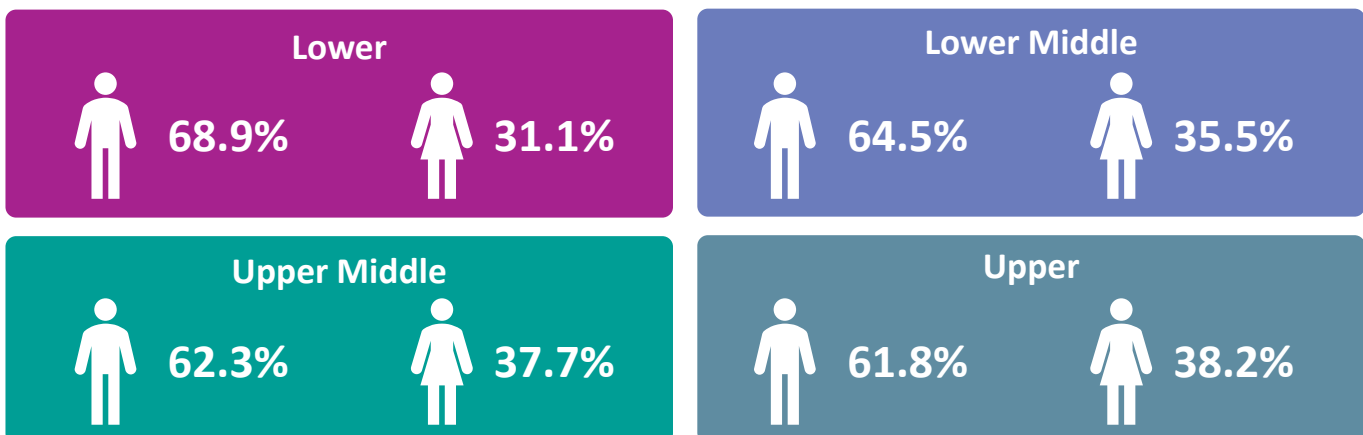
The Median Pay Gap

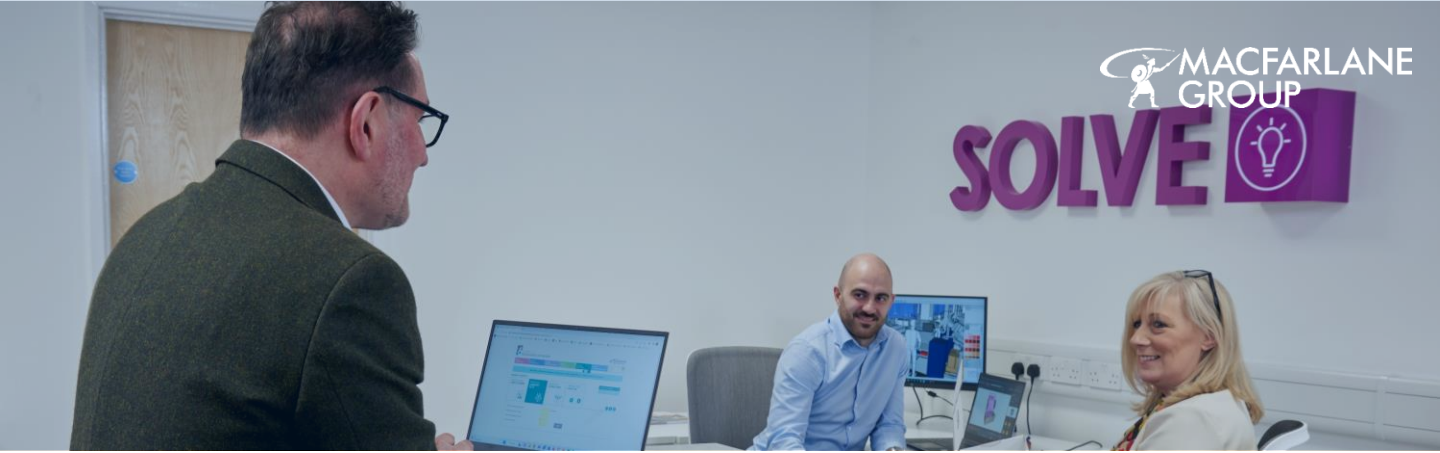
The median pay gap is -3.9%



Hourly Pay

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





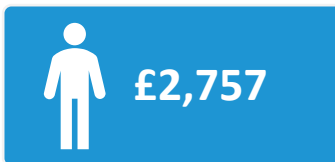
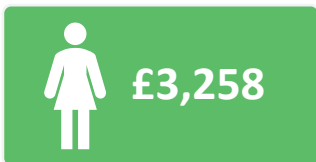
Bonus Payments

The period used to calculate the bonus pay gap is the financial year 2022/2023. Macfarlane Packaging Distribution, the largest employer of Macfarlane Group UK Ltd has, for several years had a bonus scheme in place for all employees. In 2022 Macfarlane Design and Manufacture also implemented a bonus programme for all staff members, based on the achievement of personal and business results. With both divisions operating a bonus scheme from 2022 all individuals employed by Macfarlane had the ability to earn a bonus payment. This is reflected in the percentage of individuals who received a bonus, the highest since reporting commenced seven years ago.

With the majority of employees receiving a bonus during the period the bias towards females is a direct results of the higher promotion of females employed in Sales positions. These roles have the ability to earn a higher percentage of bonus compared with Production and Logistics roles, where bonus figures are lower and there is a bias towards males.

The Mean Bonus Pay Gap

The mean pay gap is – 18.2 %



Bonus Pay

The Median Bonus Pay Gap

The median pay gap is -27.7%



Bonus Pay

The proportion of Relevant Employees receiving a bonus



316 Female



565 Male

Female Staff

93.2%

Receive a bonus

Male Staff

90.5%

Receive a bonus

Comments

Macfarlane Group UK Limited recorded a Mean Pay Gap figure of -0.7% in 2023, an increase towards a female bias from 2022 where a -0.03% was reported. This change is linked to an increase in headcount within the traditional lower paid roles within Logistics and Production where males represent the majority.

In addition, bonus payments at the snapshot date are taken into consideration as part of the calculation. As in previous years April 2023 was a bonus pay date for Sales based employees, where there is a female bias. This has an impact not only on the Mean Pay Gap result but also the Median Pay Gap which was reported at -3.9.

Recommendations

Attracting retaining and rewarding a balanced and diverse group of employees is a key focus of Macfarlane Group UK Ltd, with DEI (Diversity, Inclusion and Equity) a priority on the strategic agenda. In 2023 over 80% of the management team attend a bespoke training programme raising awareness and creating a greater understand of unconscious bias. In 2024 the aim is to:

- Continue with DEI training, engaging with all employees through a targeted awareness training programme.
- Encourage through proactive recruitment a higher percentage of females to work within the production and logistics functions and males to work within internal sales.
- Continue during 2024 to enhance policies and promote best practice.



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

