



MACFARLANE
GROUP

Gender Pay Gap Report 2025

Macfarlane Group UK Limited



Chief Executive Officer - Statement

This report covers the twelve-month period up to the snapshot date of **5th April 2025*** and marks the ninth year of reporting for Macfarlane Group UK Limited (Company number 01630389).

During this time, we have consistently collected, reviewed, reported and published our Gender Pay Gap data. For this reporting year, in line with the regulation we have expanded the scope to include the acquired businesses, Pitreavie Group and Polyformes Limited.

Reflecting the demographic profile of the newly included businesses, particularly Pitreavie, a modest impact can be seen on this year's overall results, which are outlined in this report. These figures are reviewed annually at a senior level, with any actions identified forming part of the ESG (Environmental, Social and Governance) Committee agenda.

Diversity, Equity and Inclusion (DEI) continues to be an important part of our overall strategy. In addition to the management DEI Awareness Programme, during 2025 training modules were made available to all our colleagues through internal communication channels, including the intranet.

This report has been prepared for Macfarlane Group UK Limited and includes Macfarlane Packaging, Macfarlane Design and Manufacture, Network Packaging, Greenwoods Stock Boxes, GWP Holdings Limited (GWP), as well as any acquisitions that were part of the Macfarlane Group UK Limited payroll on 5 April 2025.

The data presented in this report has been collated using the snapshot date of 5 April 2025. I confirm that the information provided is accurate and complies with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.









Peter D Atkinson
Chief Executive Officer

**The snapshot date is defined in the 2017 Regulation as the reference point that must be used when collecting data and calculating the organisations Gender Pay Gap.*

Introduction

Macfarlane Group UK Limited, as a legal entity with over 250 employees, is required to report its Gender Pay Gap. The calculations are based on all colleagues who, on the snapshot date, were either employed by Macfarlane Group UK Limited or paid through the company's payroll.

The following six calculations have been produced using the collected data.

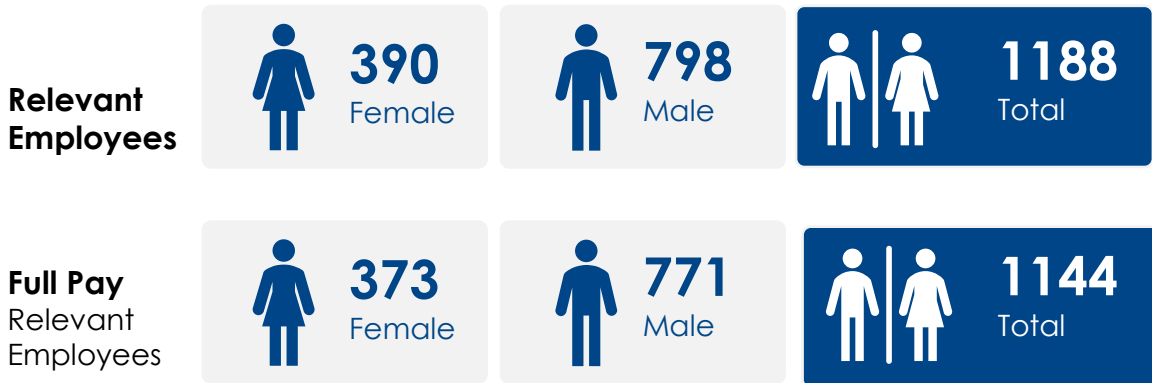
-  **The mean pay gap**
-  **The median pay gap**
-  **The mean bonus pay gap**
-  **The median bonus pay gap**
-  **The proportion of male and female employees in each quartile band**
-  **The proportion of male and female employees that receive a bonus**

The snapshot date used for the data in this report is 5th April 2025.



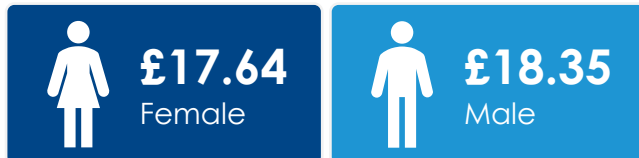
Macfarlane Group UK Limited Gender Pay Data 5th April 2025

Macfarlane Group UK Limited Employees



The Mean Pay Gap

The mean pay gap is 3.9%



Hourly Pay

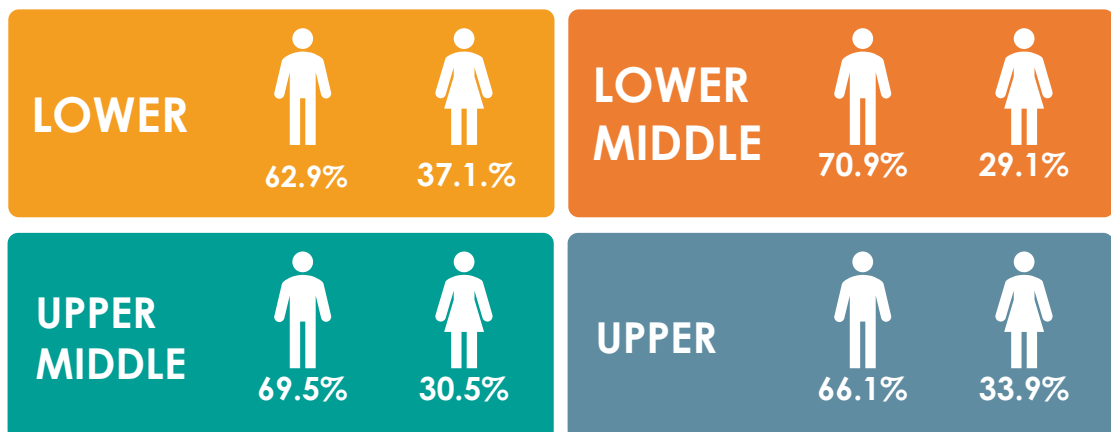
The Median Pay Gap

The median pay gap is 0.3%



Hourly Pay

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



Bonus Payments

There has been a slight shift in the bonus pay gap data for the 2025 bonus year, with a lower proportion of colleagues receiving a bonus compared to the previous year. In 2024, 93.8% of female colleagues received a bonus, compared to 42.1% in 2025, the same percentage decrease can be seen for male employees. This change is predominately a result of the challenging market conditions, as Macfarlane operated a very inclusive bonus programme linked, for many, to the overall company performance.

While the overall value of bonuses has remained broadly consistent, the introduction of the Pitreavie and Polyformes businesses has influenced the median bonus pay gap, increasing it from 3.6% to 8.4%. This change is primarily attributable to their reward structures and the significantly higher concentration of male employees within their production departments.

The mean bonus pay gap continues to favour females, largely reflecting the composition of the sales teams, where a strong bonus culture exists and roles are predominantly held by female colleagues.

The Mean Bonus Pay Gap

The mean pay gap is **-20.8 %**



Bonus Pay

The Median Bonus Pay Gap

The median pay gap is **8.4%**



Bonus Pay

The proportion of male and female employees receiving a bonus



42.1% Female Staff
Receive a bonus

35.2% Male Staff
Receive a bonus

Summary

Macfarlane Group UK Limited continues to maintain a low gender pay gap, with a mean pay gap of 3.9% and a median pay gap of 0.3%, indicating broadly balanced pay outcomes across the organisation.

The distribution across quartiles shows a consistent male majority, reflecting the nature of certain operational and production roles.

In the 2025 reporting year, bonus data has been notably impacted by more challenging market conditions, resulting in a reduction in the proportion of colleagues receiving a bonus compared to 2024. Despite this, overall bonus values have remained broadly consistent.

The median bonus pay gap has increased to 8.4%, influenced by the integration of the Pitreavie and Polyformes businesses, where reward structures and a higher concentration of male employees in production roles have had an effect.

Conversely, the mean bonus pay gap remains in favour of female colleagues, largely driven by the strong performance and bonus culture within sales teams, where roles are predominantly held by females.

Action Plan

Our priority actions for 2026 include:

- Strengthen inclusive recruitment, selection, and promotion processes to ensure equitable opportunities for all colleagues.
- Focus on increasing female representation in roles and departments where there is currently a male majority, particularly within operational and production areas.
- Monitor the impact of newly integrated businesses on pay and reward structures, ensuring alignment with Group-wide fairness and transparency principles.

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

