

Bespak Europe Limited – Gender Pay Report 2021

At Bespak, we firmly believe that we need to continue to educate, develop and support our people to enable them to fully achieve their potential. We are committed to ensuring that our continuing growth as a business is linked with the growth of our people with equal opportunity for all.

We have highlighted in previous years that our gender pay gap has arisen due to employing more males than females at a senior level. In addition, there is a history of our sector being male dominated. Whilst we have been actively looking to redress these imbalances for some time through improved recruitment, development and management practices, the effects of these changes take some time to be realised.

Overall Pay Gap

Our Gender Pay Gap as at 5th April 2021:

1. The difference between the MEAN hourly rate of male and female employees was 24.2% **(an improvement of 2.2% on 2020)**
2. The difference between the MEDIAN hourly rate of male and female employees was 22.9% **(an improvement of 3.5% on 2020)**

Both our mean and median pay gaps have shown improvement with slight reductions in the gap compared to 2020 however we are focussed on making greater strides in reducing these gaps over the next few years. We continue to focus on ensuring equal opportunity for all and taking positive action on improving the gender balance in all roles in all specialism. The focus on improving the gender balance in senior roles is expected to continue lead to improvements over the coming years whilst the improvements in gender balance. Improvements in areas which have been historically male dominated (e.g. engineering) may take longer, however we have embarked on a number of early careers initiatives to try to address this in the medium and longer term.

Quartile Pay Bands

3. The impact of more men than women being employed in more senior roles is shown in the following table. We have ranked all employees pay from lowest to highest and then divided the population in to four equal groups which we have analysed by the proportion of Male and Female employees in each of 4 quartiles:

| Quartile | Female | Male |
|--------------|--------|------|
| Lower | 55% | 45% |
| Lower Middle | 40% | 60% |
| Upper Middle | 22% | 78% |
| Upper | 17% | 83% |

The gender mix has improved in the upper quartiles over the past year, however, as explained earlier in this report, our work is continuing in order to accelerate these improvements.

Bonus Pay

It is also an important requirement for us to report on the bonus payments received by male and female employees to identify the bonus Gender Pay Gap, for those receiving bonus pay (data relates to bonus payments received in the 12 months ending 5th April 2021):

4. The difference between the MEAN bonuses paid to relevant male employees and those paid to relevant female employees was 53.0%
5. The difference between MEDIAN bonuses paid to relevant male employees and those paid to relevant female employees was 31.3%
6. 92.3% of male employees received bonus pay; 90.8% of female employees received bonus pay.

As our bonus payments are primarily linked to the quartile pay bands this is reflected in the above results (resulting in the average male bonus being higher than the average bonus for females).

Due to the acquisitions of the business in early 2020 and the subsequent settlement of outstanding bonus schemes the 2019/2020 figures were impacted. We expected to see a greater normalisation of this data in our 2020/2021 report and whilst this has happened to some degree, a further acquisition of the business in early 2021 means that a truly normalised figure is not expected until 2022. These future reports will provide more accurate indicators of our progress in our attempts to improve the gender balance in our senior roles.

We remain committed to ensuring that our resourcing strategies support the identification of the best-fit hire regardless of gender. We will continue our focus on providing, promoting and supporting equal opportunity for all as we strive to reduce the gender pay gap. Our continued focus on recruiting women early in their careers

through, in particular, our flagship Apprenticeship Scheme will prove key in addressing these challenges. As previously indicated, it will take some time for the impact of this work, along with other initiatives, to begin to reduce the gender pay gap but we remain committed to the journey of supporting our people to be the best they can be, whoever they are.