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RENOLIT Cramlington Ltd

Gender Pay Gap Statement

Snapshot data: 5th April 2022

RENOLIT Cramlington Ltd is part of the **RENOLIT Group**, the leading global specialist for high-quality plastic films, sheets and other plastic products. With more than thirty production sites and sales entities in over twenty countries, **RENOLIT** is one of the world's leading plastic product manufacturers. Today more than 5,000 employees continue to further the knowledge and expertise gained from over seventy years of business.

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which came into force in April 2017, **RENOLIT** Cramlington Ltd, as an employer of more than 250 employees is required to publish its gender pay gap data.

The gender pay gap should not be confused with equal pay. Unlike equal pay data, which considers the differences between men and women carrying out similar jobs or work of equal value, the gender pay gap takes into account all jobs and is the difference between the average hourly earnings of men and women expressed as a percentage of men's earnings.

A gender pay gap may arise for various reasons, with some resulting from reasons external to the workplace. In common with many long-established manufacturing businesses, the workforce is predominantly male. The hourly gender pay gap contained in this report was calculated as at the 5th April 2022 and bonus data from bonuses paid in the 12 months prior to that date.

At the April 5th 2022 calculation date, **RENOLIT** Cramlington Ltd employed 334 people, increasing from 297 in 2021. 90.1% were male (301 employees) which is an increase from 262 in 2021 (88.2%). 9.9% were female (33 employees) which is a decrease from 35 in 2021 (11.8%).

Comparison of average hourly earnings for the pay period indicates that **RENOLIT** Cramlington Ltd has a mean pay gap of 17.28% and a median pay gap of 10.70%, an increase to the April 2021 figures of 4.45% (mean) and 7.85% (median).

An explanation of the increase in the gender pay gap is due to increased recruitment within production between 2021 and 2022. Furthermore, a restructure resulted in further managerial positions being created within production, 7/8 of these positions were male (receiving shift allowances). There were two females on maternity leave at the calculation date, one in a managerial position.

A gender-neutral grading structure is applied to each role at **RENOLIT** Cramlington Ltd. Production and engineering are predominantly male, although recruitment is always open to both male and female applicants.

At the April 5th 2022 date, **RENOLIT** Cramlington Ltd had 233 shift workers (69.8% of the workforce) who attracted a shift premium for various unsocial shift patterns worked throughout the week. Of these shift workers 99.1% were male. Day shift workers, who made up 30.2% of the workforce, did not receive a shift premium. 30.7% of day shift workers were female (31 employees) and 69.3% male (70 employees).

When the pay gap figures are calculated excluding shift payments, the mean pay gap becomes 3.07% and the median gap -16.88%, in favour of females. This is because a higher proportion of females are in managerial positions than males. The number of females in the upper middle quartile increases from 4 to 12 and the upper quartile increases from 6 to 12.

The Company operates a gender neutral bonus scheme with a slightly higher percentage of female employees receiving a bonus due to the qualifying periods for new employees. While



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there was no difference in the median bonus payment the mean was higher for males due to the higher number of male employees at Board/senior management level within the company at 26.26%, although this is lower than the 2021 figure of 43.27%.

I confirm that the data provided is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Jane Warburton
Human Resource Manager

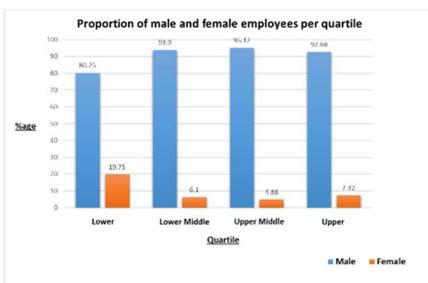
RENOLIT Cramlington Ltd – Gender Pay Gap Data (Snapshot date: 05/04/2021)

Hourly Rate Gaps

Average	% Difference
Mean	17.28%
Median	10.70%

Hourly Rate Quartiles

Gender	Lower		Lower Middle		Upper Middle		Upper	
Male	65	80.25	77	93.9	78	95.12	76	92.68
Female	16	19.75	5	6.1	4	4.88	6	7.32



Bonus Gaps

Averages	% Difference
Mean	26.26%
Median	0.00%

Bonus Proportions

Number of males receiving bonus	276/301
Proportion of Males receiving bonus	91.69%
Number of Females receiving bonus	32/33
Proportion of Females receiving bonus	96.97%