



Rely on it.

RENOLIT Cramlington Ltd

Gender Pay Gap Statement

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, and with annual sales of around €1 billion, the company is one of the world's leading plastic product manufacturers. Today more than 4,700 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.

At the April 2018 calculation date, **RENOLIT Cramlington Ltd** employed 317 people of whom 89% were male and 11% were female.

The hourly gender pay gap contained in this report was calculated as at the 5th April 2018 and bonus data from bonuses paid in the 12 months prior to that date. Comparison of average hourly earnings for the pay period indicates that **RENOLIT Cramlington Ltd** has a mean pay gap of 9.61% and a median pay gap of 6.01%.

RENOLIT Cramlington Ltd has 216 shift workers (68% of the workforce) who attract a shift premium for various unsocial hours patterns worked, of these shift workers 99% are male. Day workers, who make up 32% of the workforce, do not receive a shift premium. 33% of day workers are female and 67% male. When the pay gap figures are calculated excluding shift payments, the mean pay gap becomes -3.63% and the median gap to -11.57%, both figures moving in favour of female employees.

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 there was little difference in the median bonus payment the mean was significantly higher due to the higher number of male employees at senior level within the company (3.56% and 44.17% respectively).

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

A handwritten signature in blue ink, appearing to read 'D. Ritchie'.

Douglas Ritchie
Human Resource Director



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RENOLIT Cramlington Ltd - Gender Pay Gap Report April 2019

Snapshot date: 05/04/18

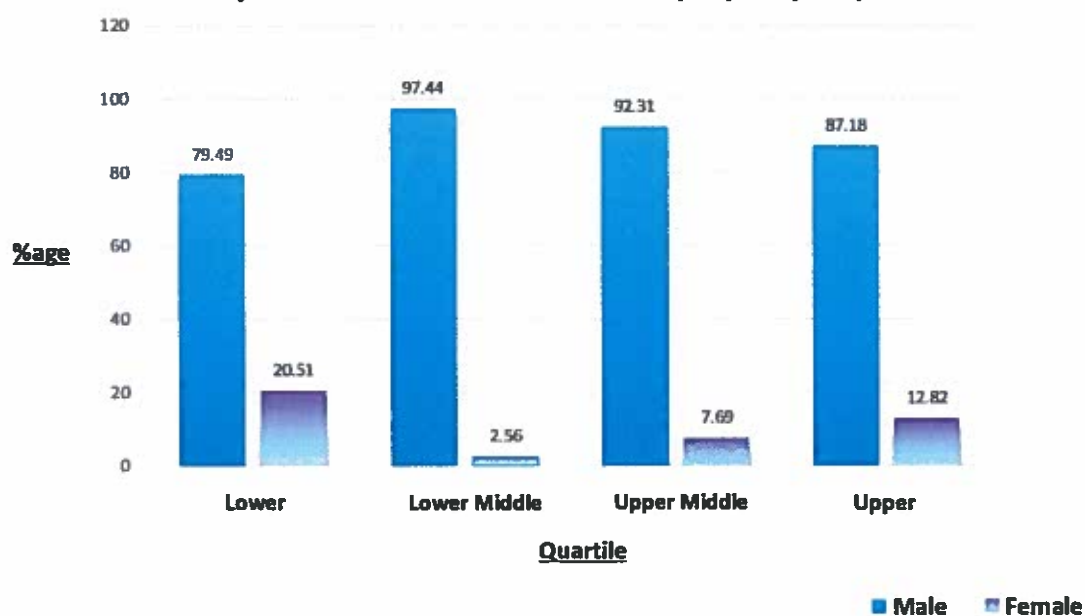
Hourly Rate Gaps

Average	% Difference
Mean	9.61%
Median	6.01%

Hourly Rate Quartiles

Gender	Lower		Lower Middle		Upper Middle		Upper	
Male	62	79.49	76	97.44	72	92.31	68	87.18
Female	16	20.51	6	2.56	6	7.69	10	12.82

Proportion of male and female employees per quartile



Bonus Gaps

Averages	% Difference
Mean	44.17%
Median	3.56%

Bonus Proportions

Number of males receiving bonus	262/282
Proportion of Males receiving bonus	92.91%
Number of Females receiving bonus	33/35
Proportion of Females receiving bonus	94.29%