

RENOLIT Cramlington Ltd

Gender Pay Gap Statement

Snapshot data: 5th April 2023

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 75 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 at **RENOLIT Cramlington Ltd** is predominantly male. The hourly gender pay gap contained in this report was calculated as at the 5th April 2023 and bonus data from bonuses paid in the 12 months prior to that date.

At the April 5th 2023 calculation date, **RENOLIT Cramlington Ltd** employed 339 people, an increase from 334 in 2022. 89.1% were male (302 employees) which is a slight decrease from 90.1% in 2022 (301 employees). 10.9% were female (37 employees) which is an increase from 9.9% in 2022 (33 employees).

Comparison of average hourly earnings for the pay period indicates that **RENOLIT Cramlington Ltd** has a mean pay gap of 7.29% which is a decrease from the figure of 17.28% at the previous year's snapshot date. The median pay gap is 11.04% which is a slight increase to the 2022 figure of 10.7%.

An explanation of the decrease in the mean gender pay gap is due to the promotion of female employees to more senior roles. The median pay gap has increased slightly due to the proportion of female employees being new to the business and two being on maternity leave on the snapshot date.

The Company is committed to fairness in its pay and employment arrangements and a gender-neutral grading structure is applied to each role at **RENOLIT Cramlington Ltd**. As previously stated, production and engineering are predominantly male, although recruitment is always open to both male and female applicants.

At the April 5th 2023 date, **RENOLIT Cramlington Ltd** had 230 shift workers (68% 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 32% of the workforce, did not receive a shift premium.

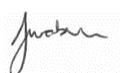
When the pay gap figures are calculated excluding shift payments, the mean pay gap becomes -10.93%, compared with the 2022 figure of 3.07% and the median gap -18.46%, in favour of females. This is because a higher proportion of the female workforce are in higher level positions than males.

Bonus Gap

While 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 17.34%, although this figure is lower than the previous year's 26.26%.

The Company operates a gender-neutral bonus scheme with a higher percentage of male employees receiving a bonus due to the qualifying periods for new employees (98.68% males compared with 86.49% females). The disparity between male and female employees is driven by the high number of female employees who were new to the business at the snapshot date of 5th April 2023 and had therefore not yet qualified for bonus payments.

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

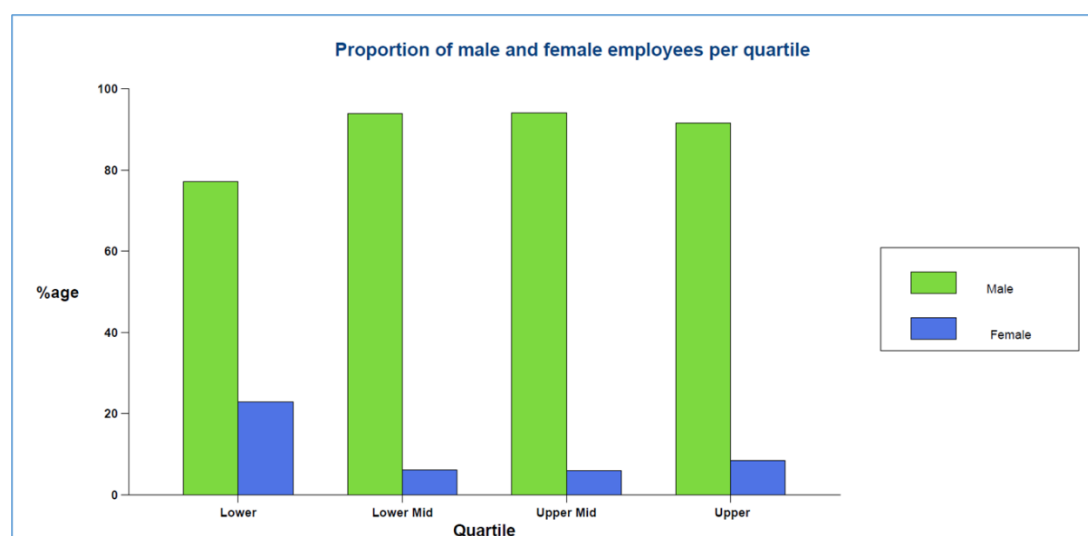
RENOLIT Cramlington Ltd – Gender Pay Gap Data (Snapshot date: 05/04/2023)

Hourly Rate Gaps

Average	Male	Female	% Difference
Mean	20.31	18.83	7.29%
Median	18.29	16.27	11.04%

Hourly Rate Quartiles

Gender	Lower		Lower Middle		Upper Middle		Upper	
Male	64	77.11	78	93.98	79	94.05	77	91.67
Female	19	22.89	5	6.02	5	5.95	7	8.33



Bonus Gaps

Averages	% Difference
Mean	17.34%
Median	0.00%

Bonus Proportions

Number of males receiving bonus	298/302
Proportion of Males receiving bonus	98.68%
Number of Females receiving bonus	32/37
Proportion of Females receiving bonus	86.49%