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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 2020 calculation date, **RENOLIT** Cramlington Ltd employed 306 people of whom 89% were male (271 employees) and 11% were female (35 employees).

The hourly gender pay gap contained in this report was calculated as at the 5th April 2020 and bonus data from bonuses paid in the 12 months prior to that date.

On the 5th April 2020, the business was closed due to the coronavirus pandemic and all employees, with the exception of 10 skeleton staff, were furloughed, with the business topping up furlough leave payments to 90% of salary.

Comparison of average hourly earnings for the pay period indicates that **RENOLIT** Cramlington Ltd has a mean pay gap of 10.25% and a median pay gap of 13.62%.

The gender pay gap has increased from 2019 due to a female senior manager leaving the business at the end of 2019 and one senior member of staff being on maternity leave on the snapshot date.

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 4th date, **RENOLIT** Cramlington Ltd had 206 shift workers (67% of the workforce) who attracted a shift premium for various unsocial hours patterns worked throughout the week. Of these shift workers 99% were male. Day shift workers, who made up 33% of the workforce, did not receive a shift premium. 33% of day shift workers were female and 67% male.

When the pay gap figures are calculated excluding shift payments, the mean pay gap becomes 8.74% and the median gap 11.2%.

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 significantly higher due to the higher number of male employees at senior level within the company at 47.09%.

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

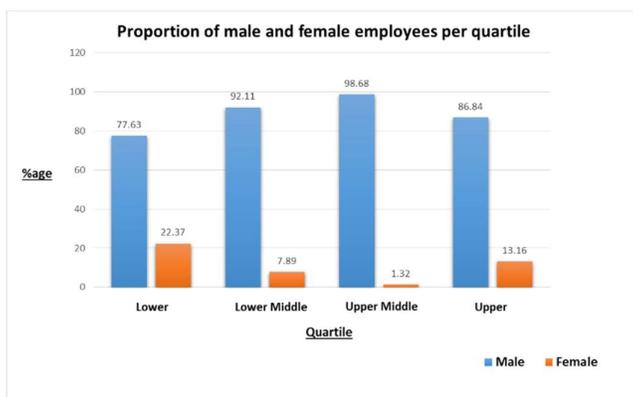
RENOLIT Cramlington Ltd – Gender Pay Gap Report April 2021
Snapshot date: 05/04/2020

Hourly Rate Gaps

Average	% Difference
Mean	10.25%
Median	13.62%

Hourly Rate Quartiles

Gender	Lower		Lower Middle		Upper Middle		Upper	
Male	59	77.63	70	92.11	75	98.68	66	86.84
Female	17	22.37	6	7.89	1	1.32	10	13.16



Bonus Gaps

Averages	% Difference
Mean	47.09%
Median	0.00%

Bonus Proportions

Number of males receiving bonus	267/271
Proportion of Males receiving bonus	98.52%
Number of Females receiving bonus	35/35
Proportion of Females receiving bonus	100.00%