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RENOLIT Cramlington Ltd

Gender Pay Gap Statement

Snapshot data: 5th April 2021

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 4,500 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 5th 2021 calculation date, **RENOLIT** Cramlington Ltd employed 297 people of whom 88.2% were male (262 employees) and 11.8% were female (35 employees).

The hourly gender pay gap contained in this report was calculated as at the 5th April 2021 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 4.45% and a median pay gap of 7.85% which is an improvement to the April 2020 figures of 10.25% (mean) and 13.62% (median).

The gender pay gap has decreased from 2020 due to the balance of recruitment and internal promotions within the business, increasing the quantity of females in the upper middle quartile from the previous year (7 in 2021 compared with 1 in 2020).

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 date, **RENOLIT** Cramlington Ltd had 201 shift workers (67.7% of the workforce) who attracted a shift premium for various unsocial hours patterns worked throughout the week. Of these shift workers 97.5% were male. Day shift workers, who made up 32.3% of the workforce, did not receive a shift premium. 31.6% of day shift workers were female (30 employees) and 68.4% male (65 employees).

When the pay gap figures are calculated excluding shift payments, the mean pay gap becomes -9.30% and the median gap -12.9%, in favour of females. This is because a higher proportion of females are in managerial positions than males. The amount of females in the upper middle quartile increases to 16 and the upper quartile increases to 15.

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 no difference in the median bonus payment the mean was significantly higher for males due to the higher number of male employees at Board/senior management level within the company at 43.27%.



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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

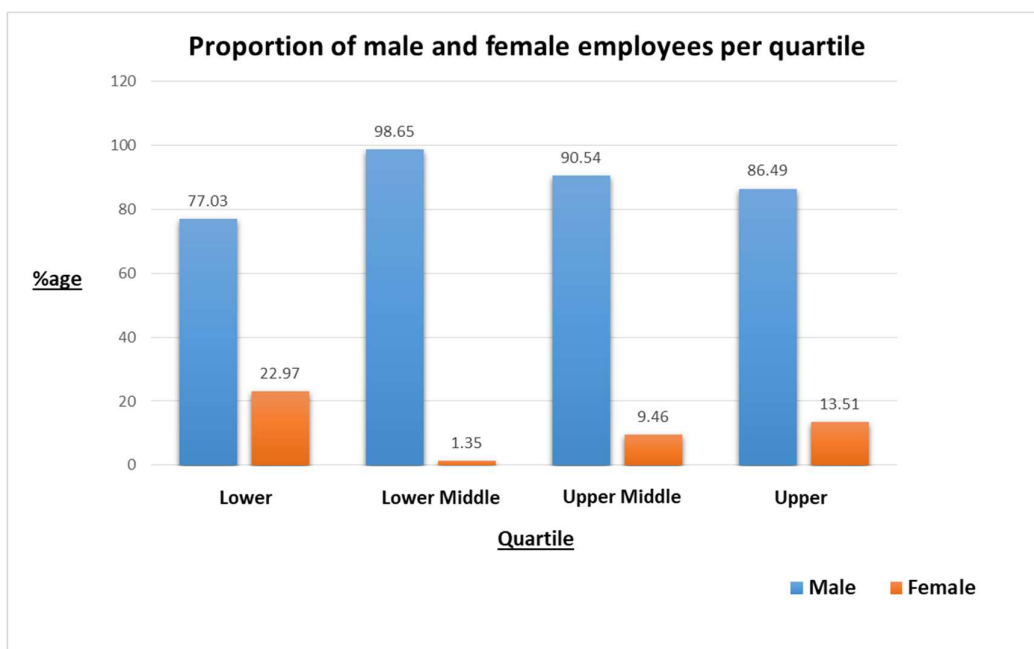
RENOLIT Cramlington Ltd – Gender Pay Gap Data (Snapshot date: 05/04/2021)

Hourly Rate Gaps

Average	% Difference
Mean	4.45%
Median	7.85%

Hourly Rate Quartiles

Gender	Lower		Lower Middle		Upper Middle		Upper	
Male	57	77.03	73	98.65	67	90.54	64	86.49
Female	17	22.97	1	1.35	7	9.46	10	13.51





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Bonus Gaps

Averages	% Difference
Mean	43.27%
Median	0.00%

Bonus Proportions

Number of males receiving bonus	256/262
Proportion of Males receiving bonus	97.71%
Number of Females receiving bonus	33/35
Proportion of Females receiving bonus	94.29%

Signed:

A handwritten signature in black ink, appearing to read 'Jane Warburton'.

**Jane Warburton
HR Manager**