

RENOLIT UK Limited

Gender Pay Gap Statement

Snapshot data: 5th April 2024

RENOLIT UK Limited 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 UK Limited**, 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 UK Limited** is predominantly male. The hourly gender pay gap contained in this report was calculated as at the 5th April 2024 and bonus data from bonuses paid in the 12 months prior to that date.

At the April 5th 2024 calculation date, **RENOLIT UK Limited** employed 329 people, a decrease from 339 in 2023. 89.4% were male (294 employees) which is a slight increase from 89.1% in 2023 (302 employees).

10.6% were female (35 employees) which is a slight decrease from 10.9% in 2023 (37 employees).

Comparison of average hourly earnings for the pay period indicates that **RENOLIT UK Limited** has a mean pay gap of 2.56% which is a decrease from the figure of 7.29% at the previous year's snapshot date. The median pay gap is 3.10% which is a decrease to the 2023 figure of 11.04%.

An explanation of the decrease in the mean gender pay gap is due to the promotion of female employees to more senior roles within the business.

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 UK Limited**. As previously stated, production and engineering are predominantly male, although recruitment is always open to both male and female applicants.

At the April 5th 2024 date, **RENOLIT UK Limited** had 237 shift workers (72% 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 did not receive a shift premium, accounted for 28% of the workforce.


When the pay gap figures are calculated excluding shift payments, the mean pay gap becomes -16.76%, compared with the 2023 figure of -10.93% and the median gap is -23.05% compared with the previous year's figure of -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 19.13%, This is slightly higher than last year's 17.34%.

The Company operates a gender-neutral bonus scheme with a lower percentage of male employees receiving a bonus due to the qualifying periods for new employees (93.54% males compared with 94.29% females).

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

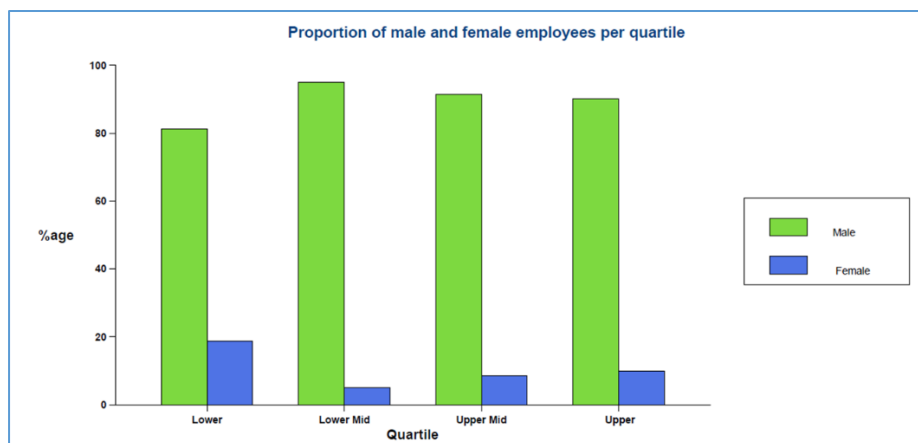
RENOLIT UK Limited – Gender Pay Gap Data (Snapshot date: 05/04/2024)

Hourly Rate Gaps

Average	Male	Female	% Difference
Mean	19.96	19.45	2.56%
Median	18.72	18.14	3.10%

Hourly Rate Quartiles

Gender	Lower	Lower Middle	Upper Middle	Upper
Male	65	81.25	77	95.06
Female	15	18.75	4	4.94





Rely on it.

Bonus Gaps

Averages	% Difference
Mean	19.13%
Median	0.00%

Bonus Proportions

Number of males receiving bonus	275/294
Proportion of Males receiving bonus	93.54%
Number of Females receiving bonus	33/35
Proportion of Females receiving bonus	94.29%