



Nampak Plastics Europe Limited 2017 Gender Pay Gap

This report represents Nampak Plastics 2017 gender pay gap report. Our report shows;

Difference between females and male;

- The mean gender pay gap is **19.7%** (1)
- The median gender pay gap is **14.8%** (2)



Proportion of men and women receiving bonus;

- The mean gender bonus gap is **44.4%** (1)
- The median gender bonus gap is **23.0%** (2)



The percentage of;

- male employees receiving a bonus is **4.5%**
- female employees in receiving a bonus is **7.4%**

Proportion of females and males per earnings quartile;

Quartile	Lower	Lower middle	Upper middle	Upper
Female	22.2 %	11.1 %	11.1 %	5.5 %
Male	78.7 %	88.9 %	88.9 %	94.5 %

Our analysis of Nampak's GPG is largely down to having more men in senior roles within the business. The gender gap exists based on the distribution of men and women within different types of roles.

Predominantly, we have very small pay gap differentials between our operational roles of which men and women are paid equally. For example, a production operative, whether male or female receives the same level of remuneration. One of the drivers surrounding the mean gender gap for Nampak is shift work, as Nampak operations are 24/7 sites.

We have found it very difficult to recruit and attract females into some of our operational roles, surrounding technical and engineering. Where possible, we have split the traditional 4 on 4 off shift pattern, to provide more attractive part-time working shifts and this has had a positive influence on our retention of females within operational roles.

Within our analysis some of the pay gap differences can be explained due to skill-based requirements, for example, engineering and technical disciplines. One of the drivers behind our mean gender pay gap is that we have found a lower representation of females at senior levels within the organisation.

Manufacturing is typically male dominated therefore some of our differences are also largely due to having a significant higher number of men, than women.



We are fully committed to ensuring all employees have access to the same opportunities and want to foster a culture of inclusion and diversity. We aim to attract and retain the best people, whilst ensuring we support individual choices of how they want to work. Whilst we are confident that we do not have an equal pay issue, it is important that we take steps towards reducing or eliminating the gap which exists.

Key areas of focus

We recognise that we still have some work to do and are committed to working to reduce this gap. Our three key areas of focus;

1. Aim to attract a diverse pool of candidates for job levels and where possible, undertaking gender balanced shortlists. We will look to undertake a review our current recruitment and retention strategy to identify how we can attract females into manufacturing.
2. Identify talent champions to assist and encourage the development of female talent within the organisation, as well breakdown the traditional beliefs associated with manufacturing. This combined with our initiatives to help drive more effective succession planning for females to reach more senior roles.
3. Development of better family policies. By this we mean, identify and improve our existing policies to allow employees to progress their career further. In addition to exploring more flexible working initiatives.

In light of some of the initiatives to reduce our gap, Nampak are confident that men and women have equal opportunities at all levels within the organisation.

Statement

We confirm that the data in this report is accurate and in accordance with the Equality Act 2010 Regulations 2017.



Arnold Mitterer, Managing Director