



Nampak Plastics Europe Limited 2018 Gender Pay Gap

This report represents Nampak Plastics 2018 gender pay gap report. Our report shows;

Difference between females and male;

- The mean gender pay gap is **14.5% (1)**
- The median gender pay gap is **5.4% (2)**



Our mean gender gap reduced by **5.2%** and median by **9.4%** in 2017

2

1

Proportion of men and women receiving bonus;

- The mean gender bonus gap is **75.7% (1)**
- The median gender bonus gap is **46.7% (2)**

2

1

The percentage of;

- male employees receiving a bonus is **5.1%**
- female employees in receiving a bonus is **5.9%**

Proportion of females and males per earnings quartile;

Quartile	Lower	Lower middle	Upper middle	Upper
Female	12.9 %	14.7 %	15.8 %	6.9 %
Male	87.1 %	85.3 %	84.2 %	93.1 %

Following on from our 2017 GPG report Nampak's overall mean gender pay gap has seen an improvement with an overall reduction of 5.2%. This is due to some internal changes which has seen a reduction in its overall headcount, along with a small increase of the number of females joining the business. Both our mean and median gender pay gap are significantly less than the figure for organisations in the same sector and significantly below the figure for organisations in the same industry.

Our analysis generally shows that males hold more senior roles within the business and that a gender gap does exist. This is largely down to the distribution of men and women within different types of roles.

We continue to have limited or none small pay gap differentials between our operational roles of which men and women are paid equally. We ensure that roles such as warehouse operative and production operative receive the same level of remuneration. However, one of the main drivers around NPE's mean gender gap continues to be shift work, due Nampak operations being 24/7 sites.

Whilst we advocate that our recruitment process will include an equal male and female split for individuals short-listed, it remains a challenge to recruit and attract females into some of our operational roles, in particular technical and engineering. Therefore this is not always possible particularly when we do not receive any female applicants in some cases.

We are committed to supporting our workers in flexible working practices and look to provide more attractive part-time working shifts, particularly when having to work a 4 on 4 off continental shift pattern. We have seen positive impact on our retention of females both within operational and office roles.



Whilst our mean gender pay gap has reduced from 2017, one of the drivers behind this gap remains Nampak having a lower representation of females at senior levels within the organisation. Some of these differences remain that manufacturing is typically male dominated and therefore Nampak have a higher number of men, than women.

From the analysis, it does show a considerable gap on the mean and median bonus gap and this largely done to male holding more senior roles within the organisation. However, you will note that the % of both males and females receiving a bonus is very similar. This is based on the number of males and females we have across the whole organisation, against those who received a bonus.

We remain fully committed to ensuring all employees have access to the same opportunities and want to foster a culture of inclusion and diversity. We continue to attract and retain the best people, whilst ensuring we support individual choices of how they would like to work. Our commitment demonstrates the improvement we have seen and whilst we are confident that we do not have an equal pay issue, it is key we continue to take more steps towards reducing or eliminating the gap which exists.

Key areas of focus

Whilst we have seen an improvement on our mean and median pay gap, we still recognise that more work is needed and remain committed to reducing or eliminating the gap which exists. Our three key areas of focus;

1. We continue and still 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. We strive to develop more family friendly policies to provide better flexibility, where possible. Identify, review and improve our existing policies to allow employees to progress their career further. This includes creating a pay policy to be transparent with employees and outline their career journey.

Nampak remain 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**