



# Gender Pay Gap Report 2018

Mondi Consumer Goods  
Packaging UK Limited



# Promoting diversity and inclusion in all its forms



- Mondi, a global leader in packaging and paper, is committed to encouraging and promoting diversity and inclusion (D&I) in all its forms. As a global organisation operating in more than 30 countries, D&I is integral to the way we do business.
- We are committed to creating a working environment that is flexible and non-discriminatory, from recruitment and people development to reward and our talent management approach. We strive for an inclusive environment where differences are valued and embraced.
- Mondi Consumer Goods Packaging UK Limited (Mondi Deeside), part of the consumer packaging division of Mondi Group, employed 269 colleagues as of 5 April 2018. This report explains the gender and pay analysis for Mondi Deeside at that date.

- **What is the Gender Pay Gap?**

- It is the difference in average pay between all men and women within a company.
- By contrast **Equal Pay** individually compares the pay of a man and a woman for doing similar work. This report is about the **Gender Pay Gap**.

- **What are the mean figures?**

- The mean gender pay gap looks at the difference between the average of men and women's pay.

- **What are the median figures?**

- The median gender pay gap shows the midpoints in the ranges of men and women's pay.

- **What are pay quartiles?**

- Pay quartiles are created by listing all employees in order of pay from lowest to highest, then dividing this list into four equal-sized groups.
- The graphs demonstrate the gender distribution in each group.

# Key data

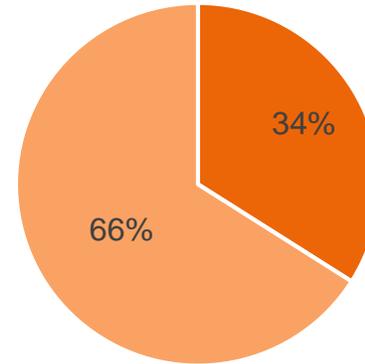


## Gender Pay and Bonus Gap

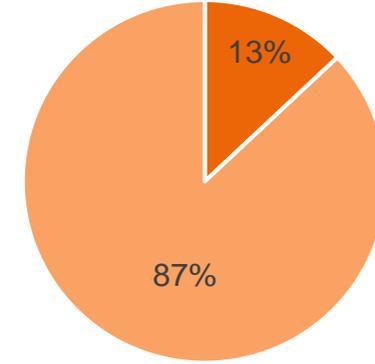
Difference between men and women	Mean	Median
	(average)	(middle)
Gender pay gap	20%	24%
Gender bonus gap	-23%	0%

## Pay Quartiles for the 269 employees at Mondri Deeside

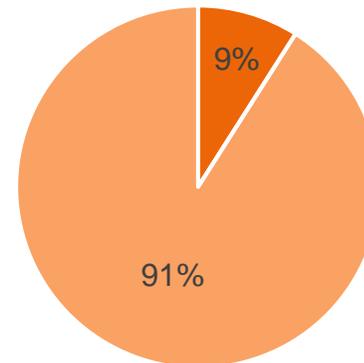
Lower quartile



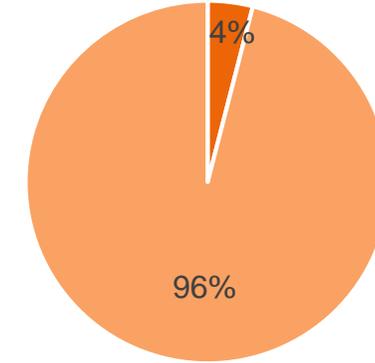
Lower middle



Upper middle

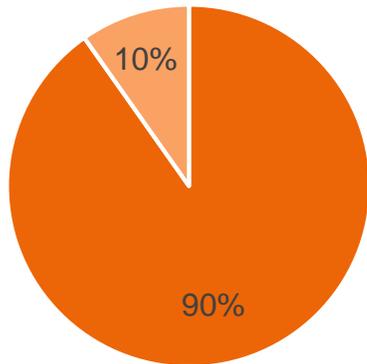


Upper quartile

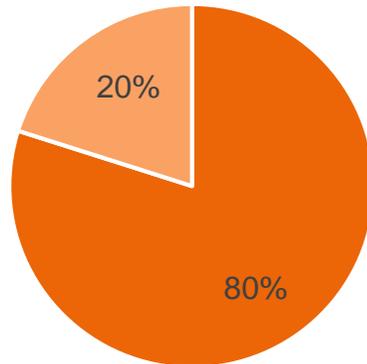


## Proportion of Employees Receiving a Bonus

Female



Male

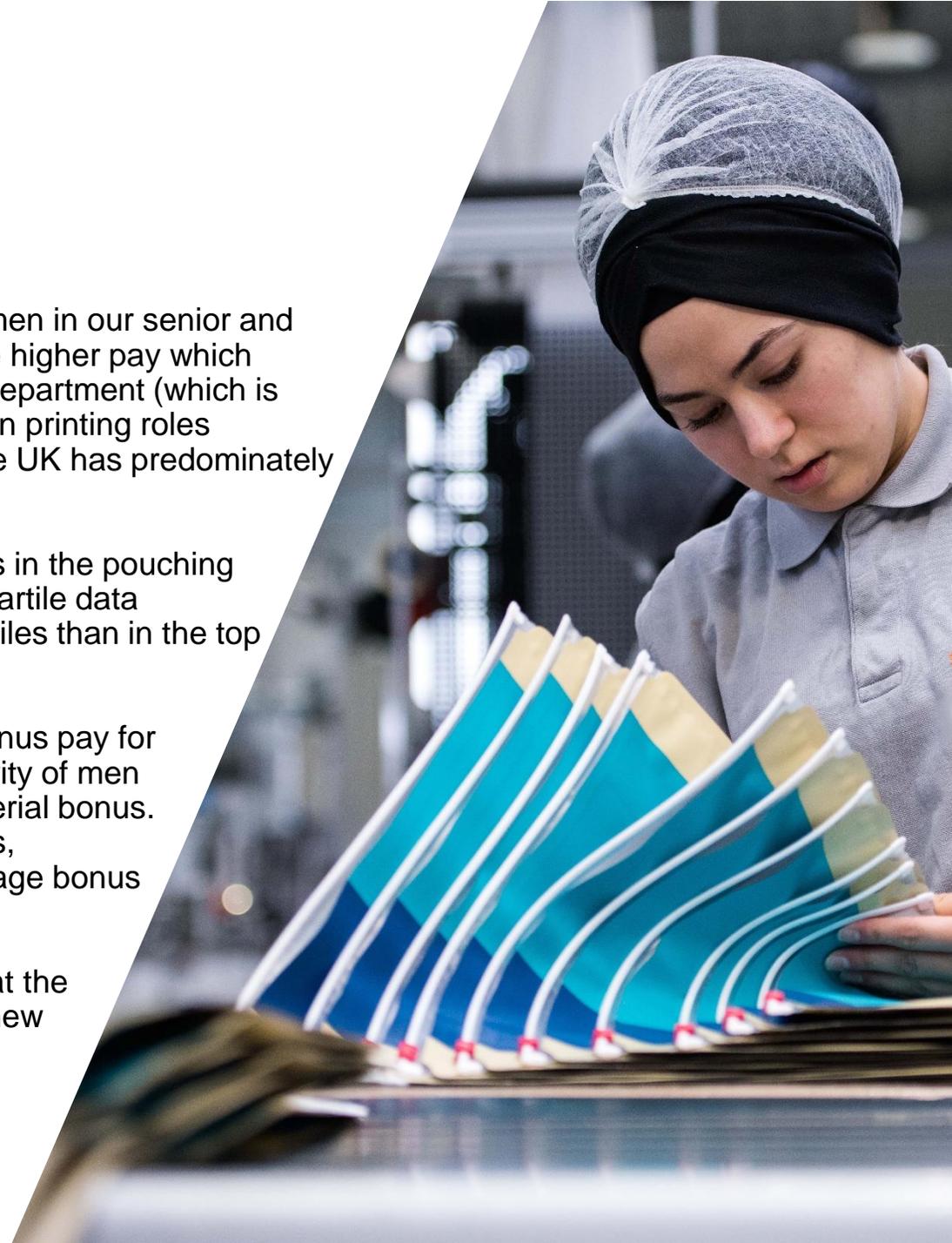


■ Received bonus  
■ No bonus received

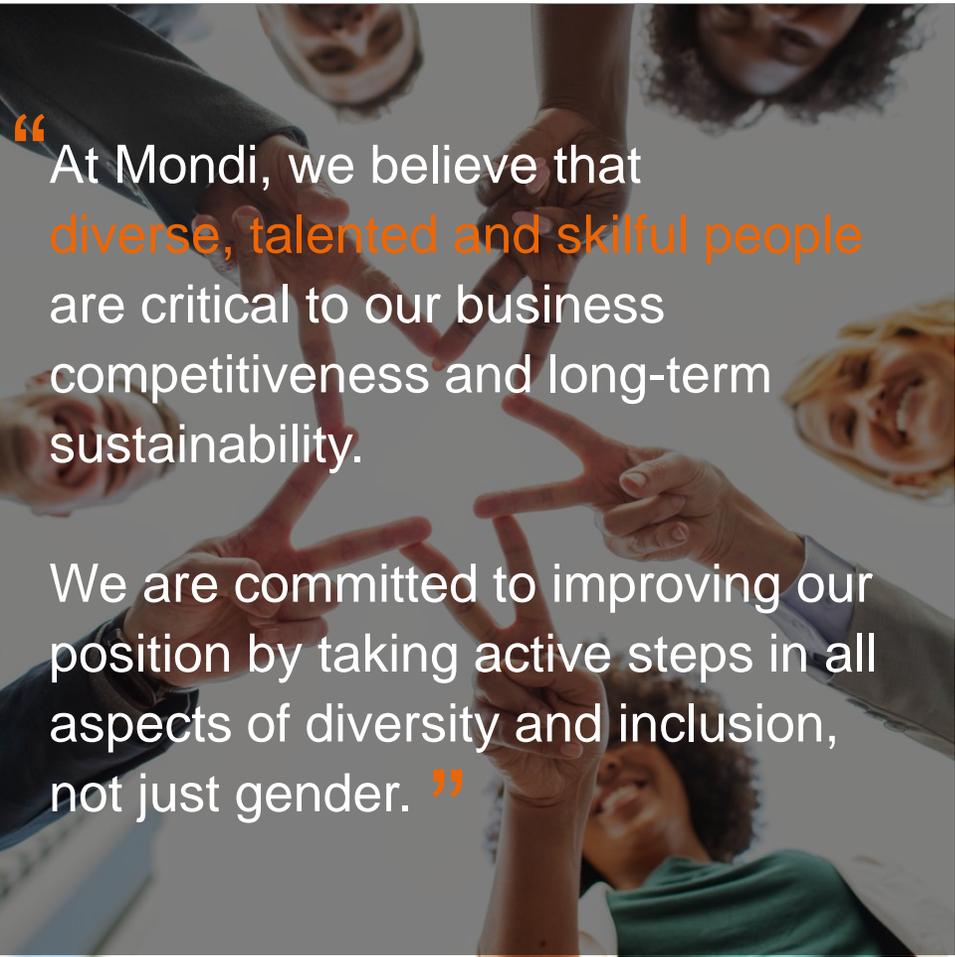
■ Female  
■ Male

# Why do we have a gender pay gap?

- The chief reason for the gender pay gap is that we have more men than women in our senior and management positions. Given the seniority, people in these positions receive higher pay which results in a gender pay gap. There are also higher paid roles in the printing department (which is highly skilled) and where more men than women are employed. Employees in printing roles historically come from a time served apprenticeship background, which in the UK has predominately been a role filled by men.
- A much higher proportion of women than men are working in lower paid roles in the pouching department (which is relatively lower skilled). This is demonstrated by the quartile data on Page 3 which shows that more women are working in the lower pay quartiles than in the top quartile. In the top pay quartile, only 4% of employees are women.
- The negative average gender bonus gap ( -23%) means that the average bonus pay for men was lower than for women at Mondi Deeside. This is because the majority of men received the quarterly bonus, with a small fraction receiving a higher managerial bonus. In contrast, of the small population of women who received a quarterly bonus, a relatively higher fraction received a sales bonus, which increased the average bonus for women employees.
- A higher proportion of women than men received a bonus. This is because, at the point of data collection for the report, Mondi Deeside had recently recruited new employees who happened to be men, and were not eligible for the quarterly bonus as they had not yet completed three months service.



# What are we doing to close the gap?



“ At Mondri, we believe that diverse, talented and skilful people are critical to our business competitiveness and long-term sustainability.

We are committed to improving our position by taking active steps in all aspects of diversity and inclusion, not just gender. ”

- At Mondri Deeside, we need to continue to focus on the hiring and progression of women into both senior roles and production roles such as those in printing. The printing industry has a long legacy of being male-dominated and it remains a challenge to attract women to entry-level operative roles from which they can progress their careers.
- The Mondri Group Diversity and Inclusion Policy is designed to promote fair and non-discriminatory working practices, and compliance with equality and discrimination legislation, in all the jurisdictions within which Mondri operates. It also aims to promote diversity across the Group. This policy is regularly monitored and reviewed.
- We created the Mondri Group Diversity and Inclusion Taskforce in 2018. A global diverse team has developed an action plan and a roadmap aiming to enhance a culture that promotes diversity and inclusion by embedding the topic in everyone's daily work as well as recruitment, training, people development and our talent management approach. The Board of Mondri plc receives regular updates on gender diversity data and trends, including initiatives to strengthen women's careers within the Mondri Group.

# Declaration



We confirm that the gender pay gap data and calculations in this report are accurate and meet the requirements set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:

A handwritten signature in black ink, appearing to read 'Allan Lock'.

Allan Lock  
CEO, Mondi Consumer Goods Packaging UK Limited