

FloPlast GENDER PAY GAP STATEMENT

Name of Organisation: FloPlast Ltd (Year: 2022)

Introduction

Employers with 250 or more employees are legally required to publish, on an annual basis, certain information relating to their gender pay gap. This statement sets out the relevant information for FloPlast Ltd, for the period 5 April 2022. This information has been calculated in accordance with the requirements of the gender pay gap regulations.

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gender pay gap is different from equal pay. Equal pay is concerned with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Our Gender Pay Gap

The mean gender pay gap is 24.26%

This figure shows the difference between the mean (average) hourly rate of pay of male and female employees in the relevant pay periods, as a percentage.

The median gender pay gap is 5.02%

This figure shows the difference between the median (mid-point) hourly rate of pay of male and female employees in the relevant pay period, as a percentage.

Our Gender Bonus Gap

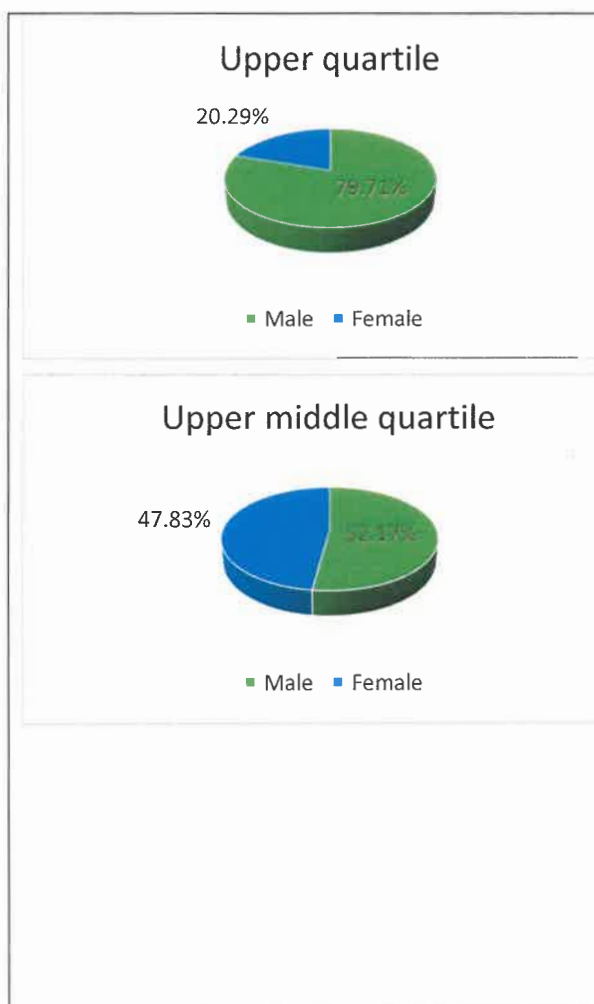
The mean bonus gender pay gap is 79.94%

This figure shows the difference between the mean (average) bonus pay of male and female employees in the relevant bonus period, as a percentage.

The median bonus gender pay gap is 18.36%

This figure shows the difference between the median (mid-point) bonus pay of male and female employees in the relevant bonus period, as a percentage.

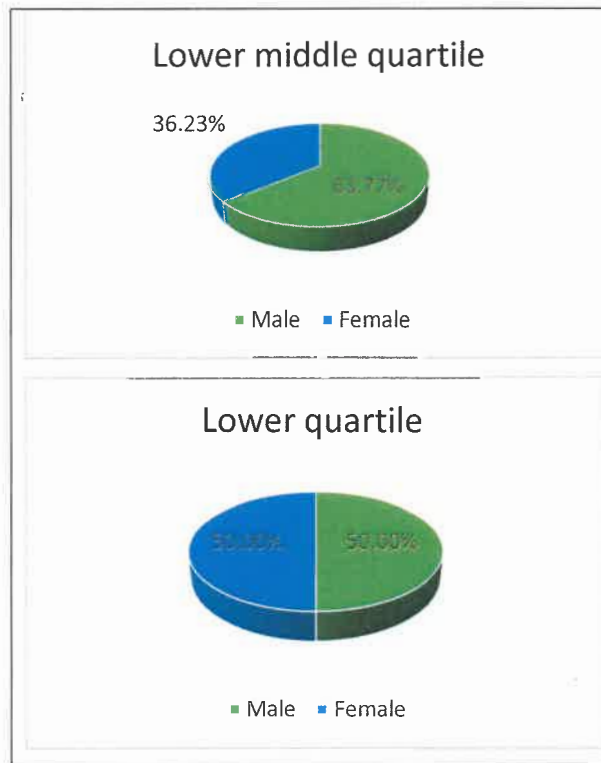
Our Pay Quartiles



Who received Bonus Pay

91.2% Males

90.7% Females



Why The Gap?

Part of this relates to wider society, such as the type of career choices men and women have typically tended to make. There have been difficulties in recruiting female employees to certain roles within the business. The ratio of males to females is not equal, with 63% of our workforce being male. Additionally there are significantly more males than females in senior roles, however, we are continuing to work on closing this gap.

FloPlast Ltd aims to be a fair and progressive employer and is committed to being an inclusive business that endeavours to grow and develop future talent that is progressed on an equal basis. Our pay arrangements aim to fairly reward staff contribution and performance, taking into account economic/financial considerations, organisational and individual performance and the pay rates of similar roles in the wider economy.

We are committed to reducing/closing our pay gaps, as reported above. The actions we will be taking include the continual review of pay and/or bonus procedures and practices to ensure they are applied fairly and equitably, monitoring the outcomes of management decisions in relation to pay and/or bonus to ensure no gender, or other bias is occurring, reviewing recruitment processes to try and attract more female candidates for roles in which they currently are under-represented and considering how different types of flexible working can be made more widely available.

These will need a period of time to take effect. We will be monitoring progress on a regular basis and reporting on this in future gender pay gap statements.

Matthew Nolan
Managing Director