

Gender Pay Gap Report 2025

Introduction

As part of our legal obligation, employers with 250 or more employees must annually publish specific information regarding their gender pay gap. This statement outlines FloPlast Ltd’s gender pay gap figures for the reporting period ending 5 April 2024, calculated in accordance with the requirements of the gender pay gap regulations.

The gender pay gap measures 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 individuals unequally based solely on their gender.

This is the third year that we have published our gender pay gap report, and we acknowledge an increase in our pay gap, which has risen to 15.13%, up from 12.1% in the previous year.

Why The Gap?

The manufacturing sector continues to be a male dominated industry, influenced by wider society trends and historical career choices. Traditionally, manufacturing was associated with physically demanding tasks, hazardous environments, and predominantly male workforces. Although the industry has evolved into a technologically advanced, safe, and cleaner space with expanding opportunities for women, recruiting female employees, especially for certain roles, remains a challenge.

Currently the ratio of males to females is not equal, males comprise 66% of our workforce, with an imbalance in senior roles, particularly within commercial and engineering. We recognise the positive impact diverse workforces have on organisational performance, especially when supported by an inclusive culture.

At FloPlast, we are dedicated to being a fair, progressive, and inclusive employer committed to developing and advancing talent equitably. Our pay structure is designed to reward contributions and performance fairly, considering economic factors, individual achievements, and comparative pay rates in the wider economy.

Our gender pay gap reflects workplace composition rather than unequal pay.

Nonetheless, we remain committed in addressing this challenge. 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, enhancing recruitment processes to actively attract female candidates for roles in which they currently are under-represented and expanding flexible working options, whilst exploring further opportunities to support work-life balance inclusively.

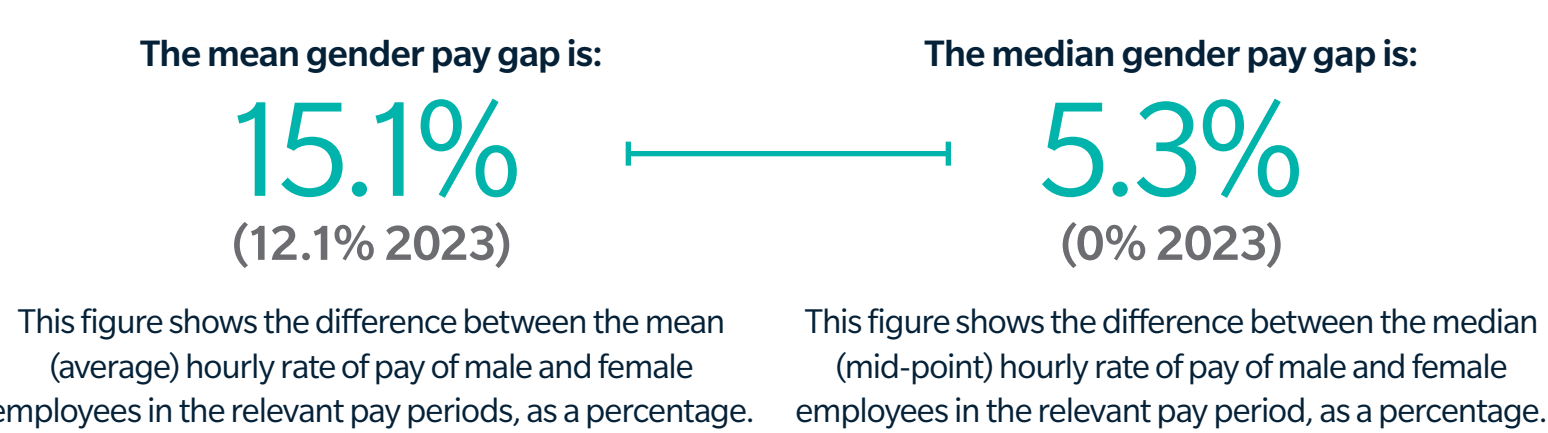
Addressing this industry-wide issue will require sustained effort over time, but we are dedicated to continuous progress. We will monitor outcomes regularly and share updates in future gender pay gap statements.

While we work to address the challenges contributing to our overall gender pay gap, we are pleased to report a notable shift in bonus pay distribution. In the latest reporting period, a higher percentage of female employees received bonus payments compared to their male counterparts. Additionally, we have achieved significant progress in reducing the men’s mean bonus pay gap, which measures the difference in average bonus payments between male and female employees.

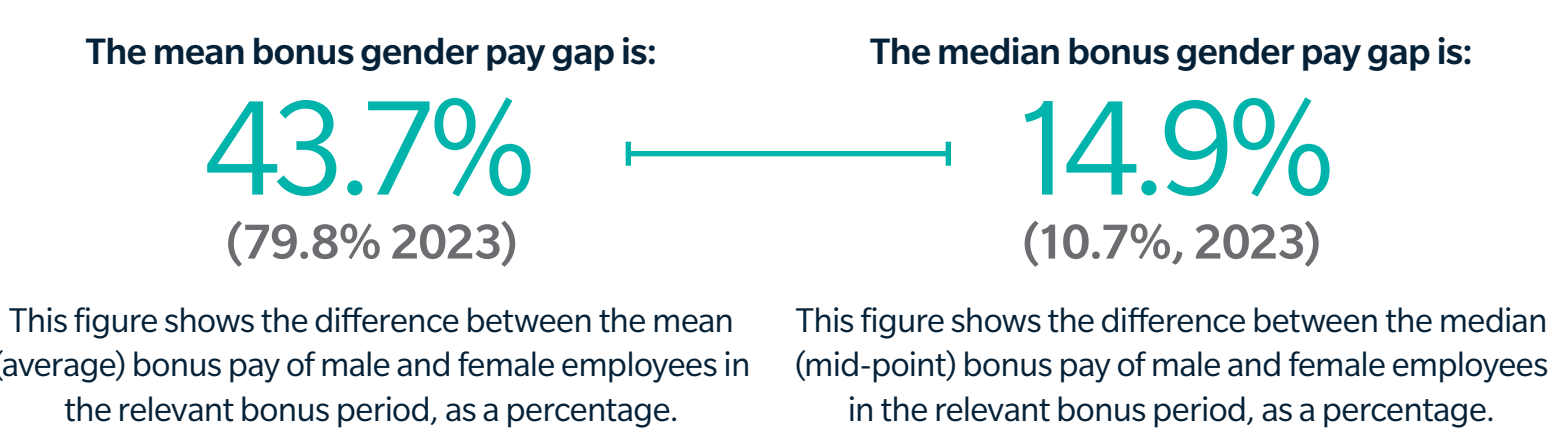
This encouraging development reflects our ongoing efforts to ensure that bonus structures are applied equitably and transparently across our workforce.

Matthew Nolan
Managing Director

Our Gender Pay Gap



Our Gender Bonus Gap



Who received Bonus Pay



Our Pay Quartiles

