

# UK Gender Pay Gap Reporting 2018

Employer	Difference in hourly pay		Difference in bonus		% of males/females receiving a bonus payment		% of males/females in lower pay band		% of males/females in lower middle pay band		% of males/females in upper middle pay band		% of males/females in upper pay band	
	Male over female		Male over female		Male over female		Male over female		Male over female		Male over female		Male over female	
	Mean	Median	Mean	Median	Mean	Median	Male	Female	Males	Females	Males	Females	Males	Females
Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13	Col 14	Col 15
Coviers Flexibles UK Ltd	10%	16%	46%	0%	3%	21%	60%	40%	71%	29%	84%	16%	80%	20%
Coveris Flexible (Gainsborough) UK Ltd	12%	15%	19%	72%	0%	3%	73%	27%	83%	27%	90%	10%	88%	13%
Rivendell Europe Ltd	9%	4%	0%	0%	0%	0%	55%	45%	68%	32%	61%	30%	75%	25%
UK average (ONS Jan 2018)	9.1%	18.1%												

Coveris is reporting pay for all of its principal UK based businesses, including those which fall under the 250 employee reporting requirement. Because the pay gap is influenced by the distribution of male and female employees within our businesses and across our pay bands, a gender pay gap exists.

Compared to the average results for all UK companies, Coveris companies perform better than this average for Median hourly pay, with reported differences in hourly pay of 16%, 15% and 4% across our group companies. This pay gap will improve as we move towards a 50/50 balance between male and female employees in each of the 4 reported pay bands.

This pay gap is different to Equal Pay. Coveris has an established pay determination structure and pay banding system which ensures we give equal pay for equal work.