

Gender Pay Gap



The UK Government introduced a requirement for companies with over 250 employees to annually disclose their gender pay gap as at 30 April. The following figures relate to CCL label Limited as at 30th April 2020 and not the CCL Group. CCL label Limited employs approximately 532 staff over sites in Castleford, Kings Lynn, East Kilbride, Maidenhead and Raunds

The gender pay gap differs from equal pay as it is not exclusively about men and women doing the same job but being paid differently. When calculating the difference in average earnings, the gender pay gap takes into account all jobs, at all levels and all salaries within an

organisation. This means the gender pay gap can result from many different factors, some of which will be discussed here for CCL's business. CCL believes collecting and reporting data on gender pay will help inform businesses and wider society

to tackle the issue. It therefore welcomes the new UK Government regulation and will meet this requirement in full according to the guidelines.

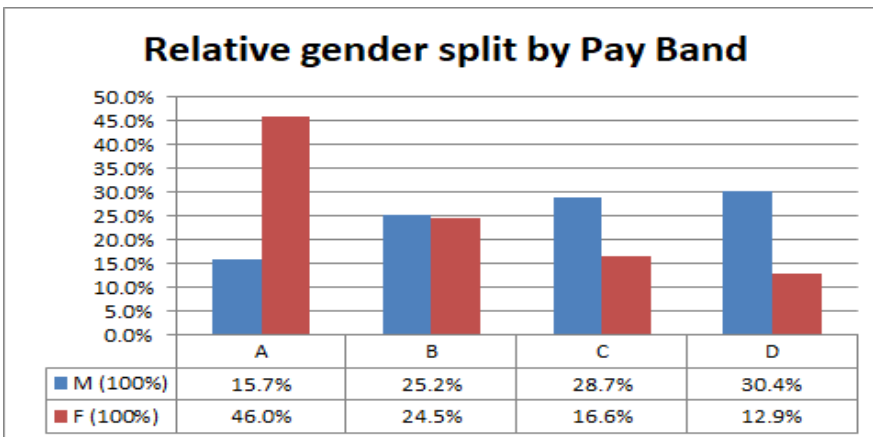
Reporting CCL's gender pay gap

Companies must show the overall mean and median gender pay gap based on the hourly rate, as well as breaking this down to show the gender distribution across four equally sized quartiles based on pay range.

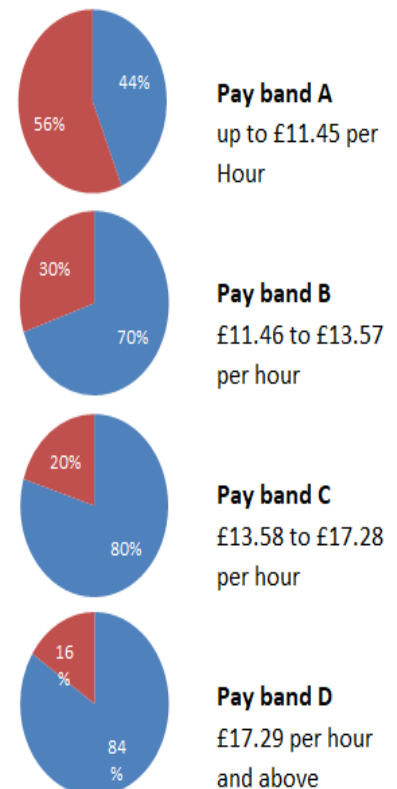
Each quartile contains approximately 133 employees. Companies are also required to show the relative proportion by total gender (ie men = 100%, women = 100%) in each of the four pay bands

As of 30 April 2020, the overall gender pay gap within CCL was:

Mean pay difference between Male and Female Employees	24.1%
Median pay difference between Male and Female Employees	20.8%



Gender Pay Split by Band



Currently within the guidelines, companies must also disclose the proportion of men and women who get paid a bonus and the average gross bonus paid to each gender in the 12 months before the assessment date

Proportion of male and female employees receiving bonus:	Male	92.4%
	Female	86.3%
Average gross bonus paid to employees	Male	£3,275.97
	Female	£789.52
Difference in mean bonus between male and female employees		75.9%

Gender Pay Gap



Understanding the CCL Label Limited gender pay gap

At CCL, we operate an equal opportunity and equal remuneration policy across gender, race and religion, recruiting without discrimination, and offering a remuneration package that is not conditional upon a candidate's gender, race or religion.

CCL does however operate within the printing industry, traditionally a male-dominated sector where currently only 17%¹ are female printers. This variance in gender skill gap obviously contributes significantly to the gender pay gap.

Under-representation of women in operational roles is driven by a number of factors. These include things like the flexibility of working hours offered. However, there is also a shortage of female school leavers applying for apprenticeships in the label printing industry. This is possibly due to a perceived view of printing being in a traditional industrial environment, with a male dominated culture.

Taking action on the CCL Label Limited gender pay gap

Education and Recruitment

CCL Label Ltd is building a more co-ordinated approach to the work it does in schools to promote careers in printing. This includes the development of apprenticeship plans and breaking down the myths about printing being dirty and requiring a large amount of heavy lifting.

Back to work

CCL encourages and supports women who have taken a career break to return to work.

Their wealth of experience and knowledge is invaluable to CCL.

Flexibility

CCL is constantly investigating and reviewing the options available to allow a more flexible workforce. Whilst this creates many challenges, the benefits gained from retaining experienced staff are recognised by senior management.

Training

CCL believes passionately about the value of training its workforce. Women with the right drive and attitude will always be given every opportunity to progress through to senior roles, whether this be operational or commercial.

Changing the working environment

CCL is constantly investing in the most modern equipment within the printing industry and operates and encourages a can-do attitude whilst always looking to make improvements. As machinery becomes ever more computer based, the perceived barriers to entry for women will reduce.

Investing in equipment to reduce the amount of manual lifting is also a key to reducing the gender pay gap and CCL is always looking to develop this area.

Declaration

This statement confirms that the information contained above is accurate as at the time of publishing.

For and on behalf of CCL Label Limited

A handwritten signature in blue ink, appearing to read 'Mark Beckram', with a long horizontal flourish extending to the right.

Mark Beckram
Finance Director

¹ ONS EMP04: Employment by occupation data set July 2017