

UK Gender Pay Gap Reporting April 2024

Coveris is reporting pay for its principal UK based businesses. 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.

Our Gender pay gap reporting reflects the way our company is structured, all headquartered in Spalding, Lincolnshire, and we report our main trading companies annually:

- **Coveris Flexibles UK Ltd** – this group comprises both our Paper businesses trading from 11 manufacturing sites across the UK plus our UK Group and Corporate functions.
- **Coveris Flexibles (Gainsborough) UK Ltd** – these are our UK Flexibles businesses based in Burnley and Gainsborough.
- **Rivendell Europe Ltd** is our graphics and plate manufacturer based in Leeds.
- **Coveris Winsford Ltd, Coveris Louth Ltd and Coveris Speciality Bags** are the UK plants of our BU Films organisation within the UK.

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	
	Males over female		Males over female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	Mean	Median	Mean	Median										
Coveris Flexibles UK Ltd	12.5%	16.3%	-69.2%	-0.5%	23.6%	36.9%	59.3%	40.7%	58.9%	41.1%	89.1%	10.9%	86.5%	13.5%
Rivendell Europe Ltd	16.6%	10.5%	0.0%	0.0%	0.0%	4.7%	56.3%	43.8%	62.5%	37.5%	71.0%	29.0%	83.9%	16.1%
Coveris Flexibles (Gainsborough) UK Ltd	13.7%	16.0%	-51.4%	-248.7%	5.8%	5.7%	66.7%	33.3%	81.9%	18.1%	90.4%	9.6%	86.8%	13.3%
Coveris Louth Ltd	-27.1%	-20.6%	41.9%	24.0%	4.8%	19.2%	86.1%	14.0%	95.2%	4.8%	85.7%	14.3%	73.8%	26.2%
Coveris Winsford Ltd	11.7%	11.4%	17.1%	-11.1%	10.3%	9.1%	92.4%	7.6%	91.0%	9.0%	92.4%	7.6%	73.1%	26.9%
Coveris Speciality Bags Ltd	17.2%	10.4%	0.0%	0.0%	0.0%	0.0%	45.8%	54.2%	65.2%	34.8%	69.6%	30.4%	87.0%	13.0%
UK 2023 (ONS)	14.2%													

Compared to the average results for all UK companies, Coveris is performing better than, or around, the median for Companies reported in the ONS reported “median hourly pay” for 2023. Our results show a general improvement in our desire to close the gender pay gap and, despite several changes in structure as well as acquisitions, we continue to work towards our goal of a more equal representation across each pay band, as well as expanding the monitoring across each of our legal entities.

This pay gap is different to Equal Pay and Coveris establishes and monitors pay and grading to ensure we give equal pay for equal work.



Ian Vickery
UK HR Director
1st April 2024