

UK Gender Pay Gap Reporting April 2025

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** – this covers our UK Flexibles businesses based in Burnley and Gainsborough under one payroll.
- **Coveris Winsford Ltd, Coveris Louth Ltd and Coveris Speciality Bags** are the remaining UK plants in our Flexibles 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											
	Mean	Median	Mean	Median	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Coveris Flexibles UK Ltd	11.9%	15.5%	16.5%	-8.5%	27.2%	44.9%	80.4%	19.6%	88.9%	11.1%	51.5%	48.5%	58.7%	41.3%
Coveris Flexibles (Gainsborough) UK Ltd	10.0%	13.1%	24.1%	7.4%	11.6%	14.7%	63.6%	36.4%	86.4%	13.6%	90.9%	9.1%	83.0%	17.1%
Coveris Louth Ltd	-5.0%	-9.6%	-34.4%	-132.4%	3.8%	8.3%	85.7%	14.3%	88.6%	11.4%	88.6%	11.4%	79.4%	20.6%
Coveris Winsford Ltd	13.1%	14.8%	47.2%	20.5%	10.4%	16.1%	72.9%	27.1%	97.9%	2.1%	87.5%	12.5%	87.2%	12.8%
Coveris Speciality Bags Ltd	14.3%	5.9%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	76.5%	23.5%	77.8%	22.2%	64.7%	35.3%
Overall Coveris	13.1%													
UK 2024 (ONS)	13.1%													

Compared to the average results for all UK companies, Coveris is performing around the median for Companies reported in the ONS reported “median hourly pay” for 2024. Our results show a general trend at improving the gender pay gap and we continue to work towards our goal of a more equal representation across each pay band. We have launched an number of activities in 2025 that will support this goal.

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 2025