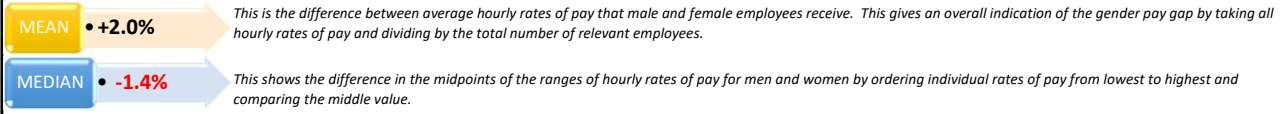


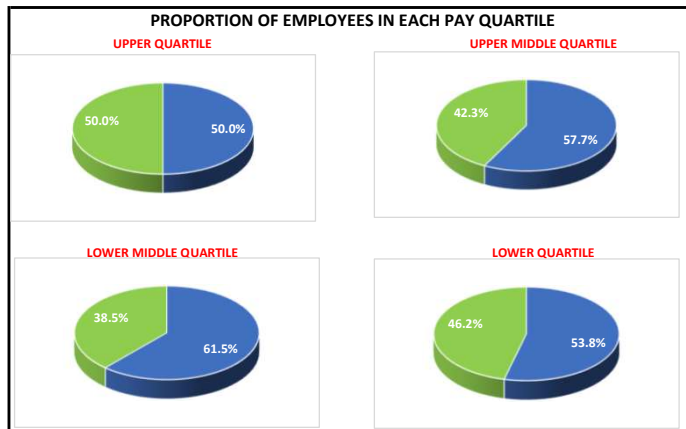
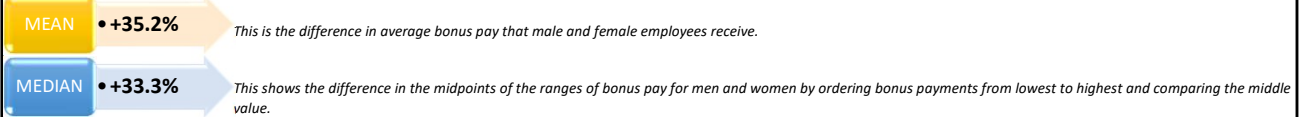
# GENDER PAY GAP REPORTING - 5th April 2024



## MEAN & MEDIAN GENDER PAY GAP (HOURLY PAY)



## MEAN & MEDIAN GENDER BONUS PAY GAP



## **What is the gender pay gap?**

With effect from April 2018 all UK companies employing 250 people or more are required to report on their gender pay gap. The gender pay gap shows the difference between the average (mean or median) earnings of men and women which is expressed as a percentage of men's earnings. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised

## **The difference between the gender pay gap and equal pay**

The gender pay gap differs from equal pay. Equal pay, deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the differences in the average pay between men and women. If a workplace has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

This gap shows that across the UK, the National average hourly earnings are 13.1% lower for women than men based on all employees (source: 2024 Annual Survey of Hours & Earnings, Office of National Statistics). We are pleased to report that the data confirms we do not have a gender pay gap in Yorkshire Repak based on mean gender pay. Such results have been achieved through an open and inclusive recruitment policy and we remain committed to maintaining these standards on all future recruitment drives.

**Mark Cummings**  
**Finance Director**

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2024>

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2023>