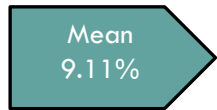
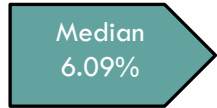


## MEAN & MEDIAN GENDER PAY GAP



**Mean Gender Pay Gap**  
 This is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the total number of relevant employees.



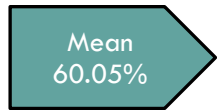
**Median Gender Pay Gap**  
 This shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

*What is the gender pay gap?*

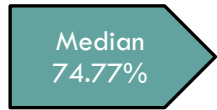
The gender pay gap is a measure of the difference between the average earnings of men and women across an organisation. The gender pay gap is not the same as equal pay.

Equal pay relates to men and women being paid equally for equal work. This is a legal requirement in the UK and a principle Verallia UK Ltd abides by.

## MEAN & MEDIAN GENDER BONUS GAP



**Mean Gender Bonus Gap**  
 This is the difference in average bonus pay that male and female employees receive.



**Median Gender Bonus Gap**  
 This shows the difference in the midpoints of the ranges of bonus pay received by men and women.

## PROPORTION OF MALES & FEMALES RECEIVING A BONUS

This is the percentage of men and women who received bonus pay in the 12 months leading up to the snapshot date of 5th April 2022.



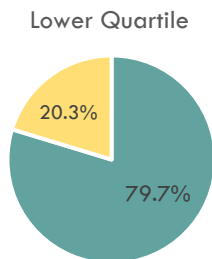
9.02%



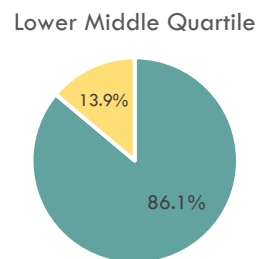
11.57%

## PROPORTION OF MALES & FEMALES BY PAY QUARTILE

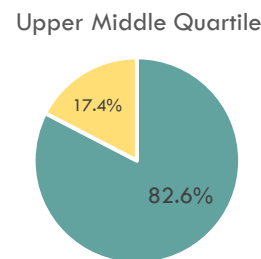
This is the percentage of male and female employees in 4 quartile pay bands



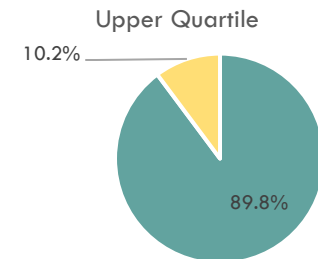
138 employees



137 employees



138 employees



137 employees