

Berry Global, Inc.

British Polythene Ltd

Maynard & Harris Plastics

RPC Containers Ltd

Massmould Ltd

March, 2020





Gender Pay Gap

British Polythene Ltd - April 2019 Overall Results

Gender Pay Gap		Bonus Pay				Quartiles							
						1st quartile (highest paid)		2nd quartile		3rd quartile		4th quartile (lowest paid)	
Mean	Median	Male Proportion	Female Proportion	Mean Gap	Median Gap	Male	Female	Male	Female	Male	Female	Male	Female
-8.0%	-4.6%	92.8%	85.3%	11.8%	17.8%	77.9%	22.1%	89.1%	10.9%	92.9%	7.1%	79.4%	20.6%



Gender Pay Gap

Maynard & Harris Plastics - April 2019 Overall Results

Gender Pay Gap		Bonus Pay				Quartiles							
						1st quartile (highest paid)		2nd quartile		3rd quartile		4th quartile (lowest paid)	
Mean	Median	Male Proportion	Female Proportion	Mean Gap	Median Gap	Male	Female	Male	Female	Male	Female	Male	Female
16.9%	20.0%	5.0%	7.5%	74.3%	83.0%	92.5%	7.5%	79.8%	20.2%	78.2%	21.8%	62.7%	37.3%



Gender Pay Gap

RPC Containers Ltd - April 2019 Overall Results

Gender Pay Gap		Bonus Pay				Quartiles							
						1st quartile (highest paid)		2nd quartile		3rd quartile		4th quartile (lowest paid)	
Mean	Median	Male Proportion	Female Proportion	Mean Gap	Median Gap	Male	Female	Male	Female	Male	Female	Male	Female
17.0%	14.3%	9.4%	6.3%	81.1%	-83.3%	82.8%	17.2%	80.8%	19.2%	72.5%	27.5%	59.4%	40.6%



Gender Pay Gap

Massmould Ltd - April 2019 Overall Results

Gender Pay Gap		Bonus Pay				Quartiles							
						1st quartile (highest paid)		2nd quartile		3rd quartile		4th quartile (lowest paid)	
Mean	Median	Male Proportion	Female Proportion	Mean Gap	Median Gap	Male	Female	Male	Female	Male	Female	Male	Female
14.9%	8.0%	31.2%	39.9%	78.6%	31.1%	82.4%	17.6%	82.4%	17.6%	61.8%	38.2%	71.0%	29.0%