

# Gender Pay Gap 2023 Glatfelter Lydney Ltd

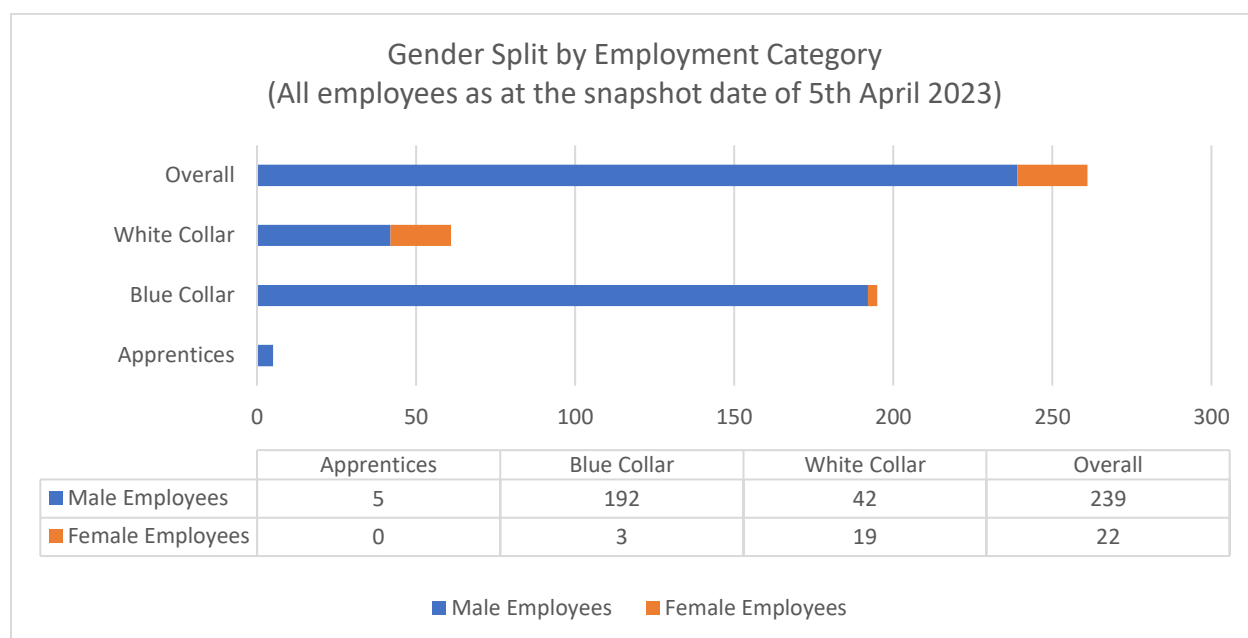


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## Background and Context

The gender pay gap shows the differences in the average earnings of man and women, expressed as a percentage of average male earnings; regardless of their seniority. Glatfelter Lydney Ltd are committed to gender equality; our commitment is laid out in our Equal Opportunities Policy and our Code of Business Conduct.

In 2023 men made up 90.91% of our workforce, reflecting industry trends for manufacturing. However, the roles that women hold in our organization tend to be predominantly staff and management positions. Our gender pay gap results should be considered in context of this distribution as this has significant influence on our overall gender pay gap results. We have prepared our figures in line with the requirements set out in the government’s gender pay gap reporting legislation.



## Pay

There are 19 entries which are excluded from hourly rate calculations (all males) as they were not a “full pay relevant employee” for all of the relevant period. This is because they were either on reduced, statutory or nil pay at any point during that period.



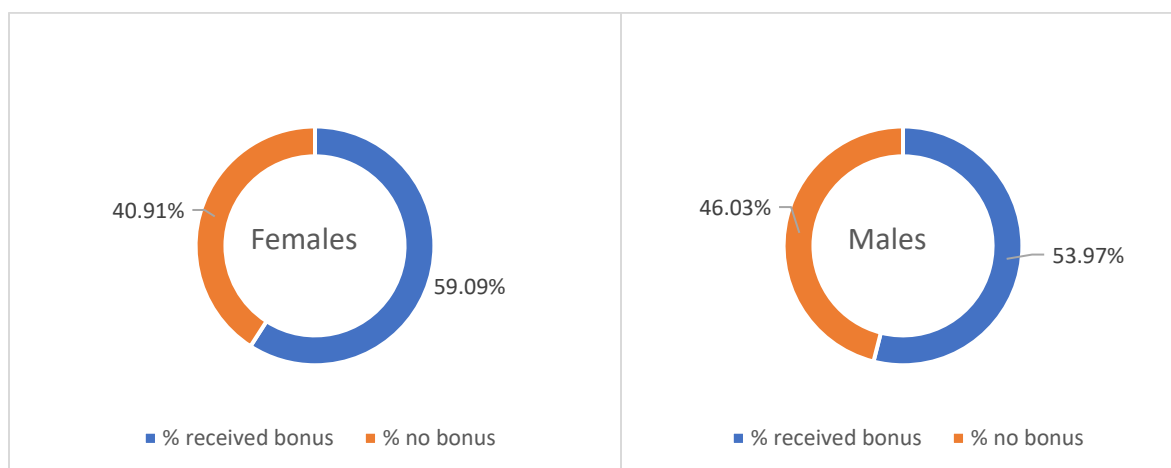
Our negative mean gender pay gap of -22.79% shows that the average hourly rates of fixed pay are higher for women than they are for men irrespective of their job role or level within the organization. This reflects the fact that 86.36% of our female employees occupy staff and management roles, whereas only 17.57% of males are employed at these levels with most male employees occupying manual operating roles including apprentices at the lowest end of the pay spectrum.

The median value, which represents the middle point when ranking pay from the highest to lowest is broadly understood to be a representation of “typical pay” as extremes of low and high pay have less impact on the median. Our median gender pay gap is -51.47% reflecting our demographic makeup, where our female employees are more concentrated amongst staff and management roles. We are confident that we do not have any processes or practices which would see people being paid differently due to their gender and that the results of our gender pay gap is reflective of the roles that women predominantly occupy in relation to those undertaken mainly by male employees.

### **Bonus**

Bonuses are paid to our employees for ‘a number of reasons’ including performance related bonuses to site-level management, recruiting bonuses to certain roles that are difficult to recruit for, long service bonus awards, as well as small ‘spot’ bonuses to all levels for a variety of reasons. Throughout 2023, 59.09% (total of 13) of all female employees and 53.97% (total of 129) of all male employees received a bonus.

Performance related bonuses are paid as a percentage of salary and are based on financial performance of the company as well as individual performance. Therefore, the higher the position and salary the higher the potential bonus that can be earned. This should be considered when reviewing our bonus pay gap results.





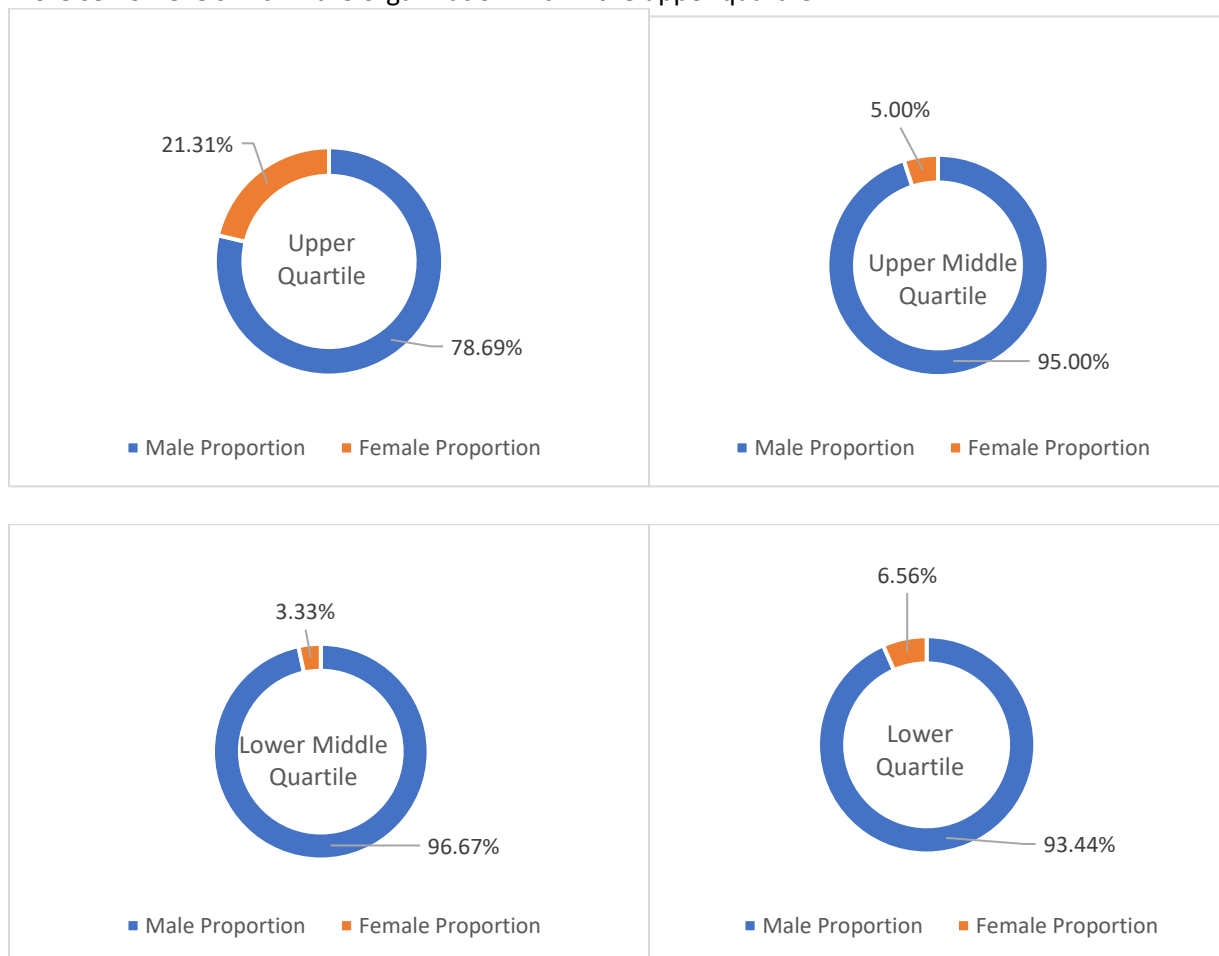
The mean bonus pay gap was -21.78% indicating that the average value of bonuses paid to females was slightly higher than that paid to male employees.

The median bonus pay gap was 5.16% this was largely influenced by bonuses paid to the senior site leaders who have the highest accountability for the sites performance, this median bonus pay gap is proportionate to our demographics.

Whilst we acknowledge that we have a median gender pay gap in relation to bonus payments we are confident that our practices in relation to the issuing of bonuses is in no way related to inequality.

### Quartiles

The quartile analysis shows that females, who represent only 8.43% of our total employee population are under-represented in terms of employee numbers at each quartile, which is reflective of manufacturing in general. However, the majority of our female employees tend to be employed at the more senior levels within the organization within the upper quartile.





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Glatfelter Lydney believe that having the right person in the right job is important and we recruit and promote for all vacant positions based on the candidates skills and experience relevant to the role. We are confident that our processes are inclusive to both genders. The gender rate of our workforce is representative of the distribution of candidates applying for all vacant roles within our business.

### **Statement & Plan**

We are clear on the reasons for our gender pay gap results and we are committed to providing all employees with equal opportunities as we fully believe that this benefits both the individuals and our business. We have a gender-neutral approach to pay across all levels of the organization and do not pay people differently on the basis of their gender.

As an equal opportunities employer we firmly believe in appointing the best candidate for the role regardless of the gender or other factors. We will continue to explore how we can attract and recruit more females into our organization in order to balance our gender demographics at every level.

Our focus will remain on ensuring that we recruit and retain a diverse workforce and to ensure that opportunities to progress develop and contribute within our business are equally available to all employees. We believe that organisations with a diverse workforce perform better and helps to increase creativity, innovative thinking and strengthens employee engagement.

We confirm that Glatfelter Lydney is committed to the principle of gender pay equality and has prepared its 2023 gender pay gap results in line with mandatory requirements.

*Signed for and on behalf of Glatfelter Lydney Limited*

**Valentin Ackermann**  
**Site Leader**  
**April 2024**