

Gender Pay Gap Figures 2017-2021

Glatfelter Lydney Ltd



Since April 2017, gender pay gap reporting has been a legal requirement. Not to be confused with the issue of equal pay, the gender pay gap shows the differences in the average earnings of men and women, expressed as a percentage of average male earnings; regardless of their role seniority. The table below illustrates Glatfelter Lydney's Gender Pay Gap results from 2017 – 2021.

GENDER PAY GAP REPORTS 2017 – 2021

	2017	2018	2019	2020	2021
Mean Gender Pay Gap	-0.1%	-12.2%	-9.9%	-9.9%	-8%
Median Gender Pay Gap	-4.6%	-6.6%	-13.1%	-13.1%	-12.8%
Mean Bonus Gap	39.8%	53.6%	-21.1%	-21.1%	70%
Median Bonus Gap	48.8%	25.3%	-12.4%	-12.4%	58%
Proportion of Males Receiving a Bonus	5.6%	5.1%	7%	6%	7%
Proportion of Females Receiving a Bonus	14.3%	9.1%	9%	13%	9%

QUARTILE PAY BANDS	FEMALES	MALES	FEMALES	MALES	FEMALES	MALES	FEMALES	MALES	FEMALES	MALES
Upper Quartile	12%	88%	8.7%	91.3%	17.2%	82.8%	8.6%	91.4%	16.5%	83.5%
Upper Middle Quartile	3%	97%	7.2%	92.8%	1.5%	98.5%	5.7%	94.3%	1.5%	98.5%
Lower Middle Quartile	3%	97%	8.6%	91.4%	5.8%	94.2%	1.5%	98.5%	7.5%	92.5%
Lower Quartile	20%	80%	7.3%	92.7%	8.6%	91.4%	17.2%	82.8%	6.5%	93.5%

Our gender pay gap analysis has reflected our demographics throughout the years; we recruit and promote candidates based on their suitability for the roles. The compensation paid is based on the seniority of the role, and the experience of the candidate relative to the role. Reflective of manufacturing trends in the UK, the majority of applications for operational level roles at the Lydney site are from male candidates. This includes apprenticeships at the very lowest end of our payscale. Women have generally occupied staff and management roles with very few women applying for, or being employed in manual operational roles.

Glatfelter Lydney Ltd remains committed to the principle of gender equality, and the greater transparency on this issue driven by the gender pay regulations. These figures have been prepared in accordance with the Gender Pay Gap Reporting regulations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed, for and behalf of Glatfelter Lydney Ltd

Valentin Ackerman
Site Leader