

## Gender Pay Gap

MEDIAN PAY GAP  
**9.0%**

MEAN PAY GAP  
**15.0%**

## Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP  
**0.0%**

MEAN BONUS PAY GAP  
**17.0%**  
IN FAVOUR OF WOMEN

## Proportion of men & women receiving a bonus

**68.0%**  
of men  
received a bonus



**77.0%**  
of women  
received a bonus



## Equal Opportunities

WHS Plastics shall base employee related decisions upon merit, qualifications and other professional criteria.

The UK Government's new Gender Pay Gap legislation requires that all companies in Great Britain with more than 250 employees publish their gender pay gap on an annual basis. In the spirit of the legislation, WHS Plastics has voluntarily published data for all businesses in our group.

Given the nature of our industry which is manufacturing and engineering, sadly historically less women have been attracted to careers in this sector and our Gender Pay Gap data reflects this. WHS Plastics is working with schools, colleges and universities to encourage more females to pursue careers in this exciting sector. We are pleased to see more women progressing within our business through our development initiatives.

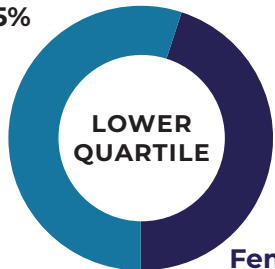
### DECLARATION

I confirm that the information and data reported is accurate and meets the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**ANDREW WOOLLEY**  
HR & COMPLIANCE DIRECTOR

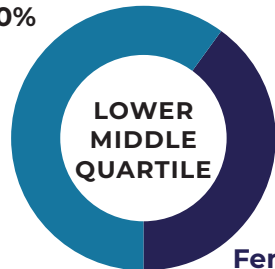
## Proportion of men & women in each pay quartile

Male  
55%



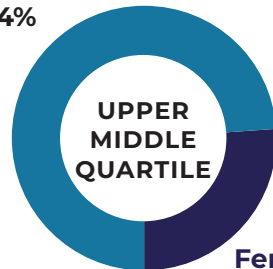
Female  
45%

Male  
60%



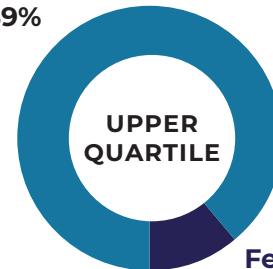
Female  
40%

Male  
74%



Female  
26%

Male  
89%



Female  
11%

### Gender Pay Gap

MEDIAN PAY GAP  
**3.0%**

MEAN PAY GAP  
**12.0%**

### Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP  
**99.0%**

MEAN BONUS PAY GAP  
**99.0%**

### Proportion of men & women receiving a bonus

**1.0%**  
of men  
received a bonus



**5.0%**  
of women  
received a bonus



### Equal Opportunities

WHS Plastics shall base employee related decisions upon merit, qualifications and other professional criteria.

The UK Government's new Gender Pay Gap legislation requires that all companies in Great Britain with more than 250 employees publish their gender pay gap on an annual basis. In the spirit of the legislation, WHS Plastics has voluntarily published data for all businesses in our group.

Given the nature of our industry which is manufacturing and engineering, sadly historically less women have been attracted to careers in this sector and our Gender Pay Gap data reflects this. WHS Plastics is working with schools, colleges and universities to encourage more females to pursue careers in this exciting sector. We are pleased to see more women progressing within our business through our development initiatives.

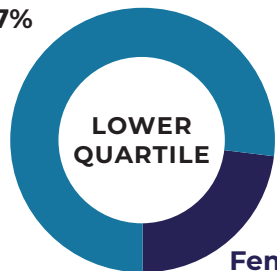
#### DECLARATION

I confirm that the information and data reported is accurate and meets the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**ANDREW WOOLLEY**  
HR & COMPLIANCE DIRECTOR

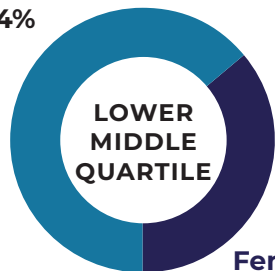
### Proportion of men & women in each pay quartile

Male  
77%



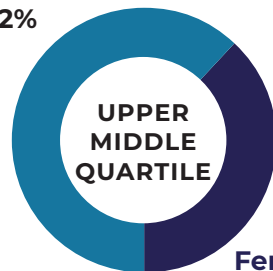
Female  
23%

Male  
64%



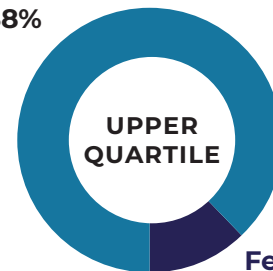
Female  
36%

Male  
62%



Female  
38%

Male  
88%



Female  
12%

### Gender Pay Gap

**MEDIAN PAY GAP**  
**0.0%**

---

**MEAN PAY GAP**  
**14.0%**


### Gender Bonus Pay Gap

**MEDIAN BONUS PAY GAP**  
**0.0%**  
IN FAVOUR OF WOMEN


---

**MEAN BONUS PAY GAP**  
**16.0%**

### Proportion of men & women receiving a bonus

**9.0%**  
of men received a bonus 

---

**15.0%**  
of women received a bonus 

### Equal Opportunities

WHS Plastics shall base employee related decisions upon merit, qualifications and other professional criteria.

The UK Government's new Gender Pay Gap legislation requires that all companies in Great Britain with more than 250 employees publish their gender pay gap on an annual basis. In the spirit of the legislation, WHS Plastics has voluntarily published data for all businesses in our group.

Given the nature of our industry which is manufacturing and engineering, sadly historically less women have been attracted to careers in this sector and our Gender Pay Gap data reflects this. WHS Plastics is working with schools, colleges and universities to encourage more females to pursue careers in this exciting sector. We are pleased to see more women progressing within our business through our development initiatives.

### Proportion of men & women in each pay quartile

Quartile	Male	Female
LOWER QUARTILE	61%	39%
LOWER MIDDLE QUARTILE	62%	38%
UPPER MIDDLE QUARTILE	69%	31%
UPPER QUARTILE	89%	11%

**DECLARATION**

I confirm that the information and data reported is accurate and meets the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**ANDREW WOOLLEY**  
HR & COMPLIANCE DIRECTOR

### Gender Pay Gap

MEDIAN PAY GAP  
**28.0%**

MEAN PAY GAP  
**22.0%**

### Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP  
**38.0%**

MEAN BONUS PAY GAP  
**17.0%**

### Proportion of men & women receiving a bonus

**15.0%**  
of men  
received a bonus



**14.0%**  
of women  
received a bonus



### Equal Opportunities

WHS Plastics shall base employee related decisions upon merit, qualifications and other professional criteria.

The UK Government's new Gender Pay Gap legislation requires that all companies in Great Britain with more than 250 employees publish their gender pay gap on an annual basis. In the spirit of the legislation, WHS Plastics has voluntarily published data for all businesses in our group.

Given the nature of our industry which is manufacturing and engineering, sadly historically less women have been attracted to careers in this sector and our Gender Pay Gap data reflects this. WHS Plastics is working with schools, colleges and universities to encourage more females to pursue careers in this exciting sector. We are pleased to see more women progressing within our business through our development initiatives.

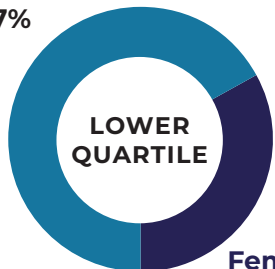
#### DECLARATION

I confirm that the information and data reported is accurate and meets the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**ANDREW WOOLLEY**  
HR & COMPLIANCE DIRECTOR

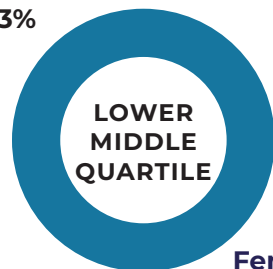
### Proportion of men & women in each pay quartile

Male  
67%



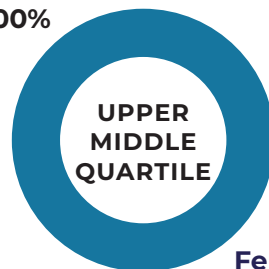
Female  
33%

Male  
83%



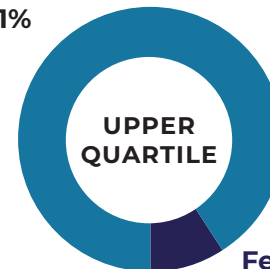
Female  
17%

Male  
100%



Female  
0%

Male  
91%



Female  
9%

### Gender Pay Gap

MEDIAN PAY GAP  
**9.0%**

MEAN PAY GAP  
**23.0%**

### Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP  
**100.0%**

MEAN BONUS PAY GAP  
**100.0%**

### Proportion of men & women receiving a bonus

**4.0%**  
of men  
received a bonus



**0.0%**  
of women  
received a bonus



### Equal Opportunities

WHS Plastics shall base employee related decisions upon merit, qualifications and other professional criteria.

The UK Government's new Gender Pay Gap legislation requires that all companies in Great Britain with more than 250 employees publish their gender pay gap on an annual basis. In the spirit of the legislation, WHS Plastics has voluntarily published data for all businesses in our group.

Given the nature of our industry which is manufacturing and engineering, sadly historically less women have been attracted to careers in this sector and our Gender Pay Gap data reflects this. WHS Plastics is working with schools, colleges and universities to encourage more females to pursue careers in this exciting sector. We are pleased to see more women progressing within our business through our development initiatives.

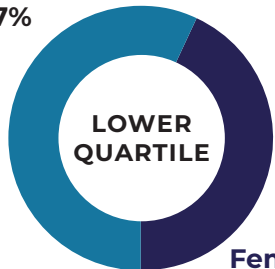
#### DECLARATION

I confirm that the information and data reported is accurate and meets the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**ANDREW WOOLLEY**  
HR & COMPLIANCE DIRECTOR

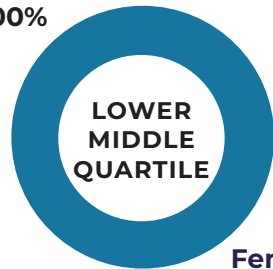
### Proportion of men & women in each pay quartile

Male  
57%



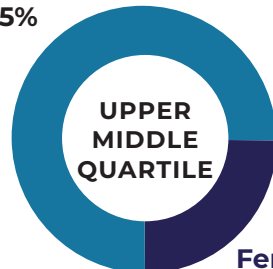
Female  
43%

Male  
100%



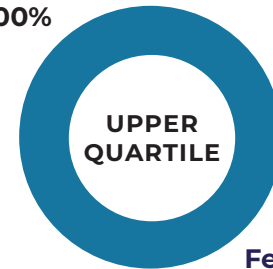
Female  
0%

Male  
75%



Female  
25%

Male  
100%



Female  
0%