

Gender Pay Gap

MEDIAN PAY GAP
5.0%

MEAN PAY GAP
15.0%

Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP
14.0%
IN FAVOUR OF WOMEN

MEAN BONUS PAY GAP
60.0%

Proportion of men & women receiving a bonus

2.0%
of men
received a bonus



1.0%
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.

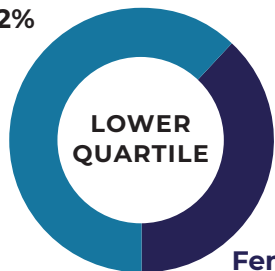
DECLARATION

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.

MATHIEU DORÉ
CHIEF COMMERCIAL OFFICER

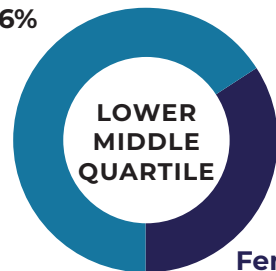
Proportion of men & women in each pay quartile

Male
62%



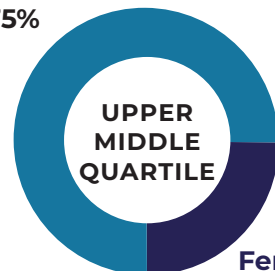
Female
38%

Male
66%



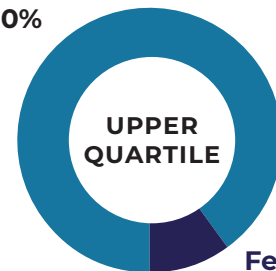
Female
34%

Male
75%



Female
25%

Male
90%



Female
10%

Gender Pay Gap

MEDIAN PAY GAP
10.0%

MEAN PAY GAP
21.0%

Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP
0.0%

MEAN BONUS PAY GAP
0.0%

Proportion of men & women receiving a bonus

0.0%
of men
received a bonus



0.0%
of women
received a bonus



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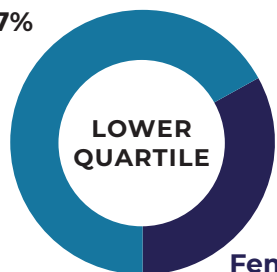
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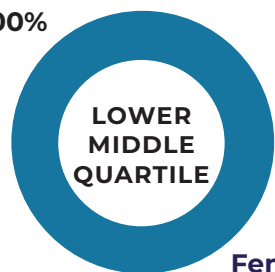
Proportion of men & women in each pay quartile

Male
67%



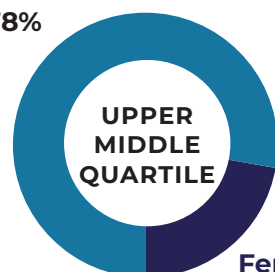
Female
33%

Male
100%



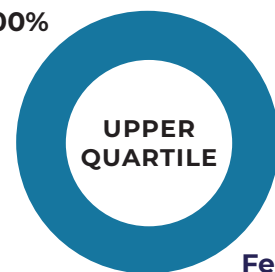
Female
0%

Male
78%



Female
22%

Male
100%



Female
0%

Gender Pay Gap

MEDIAN PAY GAP
28.0%

MEAN PAY GAP
22.0%

Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP
25.0%

MEAN BONUS PAY GAP
63.0%

Proportion of men & women receiving a bonus

18.0%
of men
received a bonus



25.0%
of women
received a bonus



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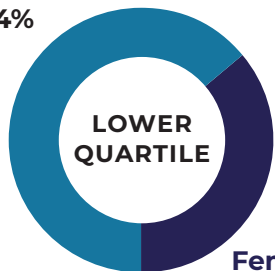
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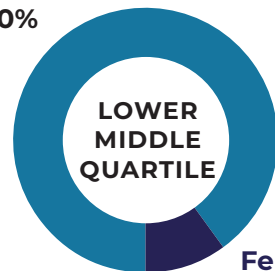
Proportion of men & women in each pay quartile

Male
64%



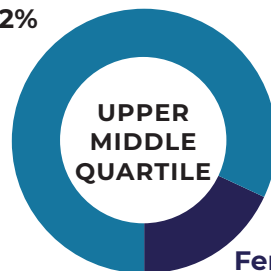
Female
36%

Male
90%



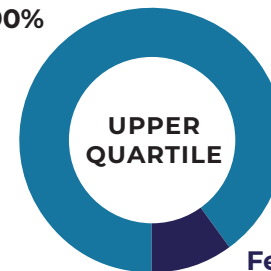
Female
10%

Male
82%



Female
18%

Male
90%



Female
10%

Gender Pay Gap

MEDIAN PAY GAP
1.0%

MEAN PAY GAP
6.0%

Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP
70.0%

MEAN BONUS PAY GAP
58.0%

Proportion of men & women receiving a bonus

2.0%
of men
received a bonus



1.0%
of women
received a bonus



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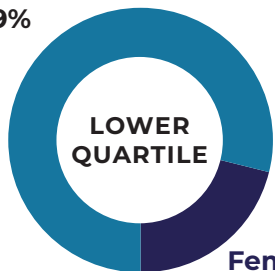
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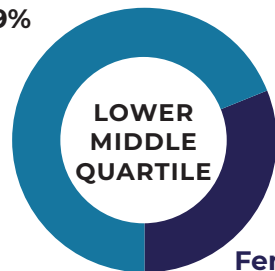
Proportion of men & women in each pay quartile

Male
79%



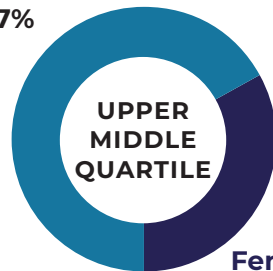
Female
21%

Male
69%



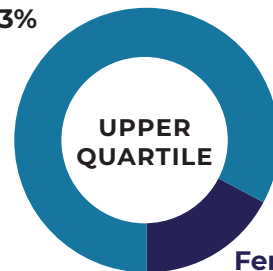
Female
31%

Male
67%



Female
33%

Male
83%



Female
17%

Gender Pay Gap

MEDIAN PAY GAP

0.0%

MEAN PAY GAP

11.0%

Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP

0.0%

IN FAVOUR OF WOMEN

MEAN BONUS PAY GAP

0.0%

Proportion of men & women receiving a bonus

8.0%
of men
received a bonus



10.0%
of women
received a bonus



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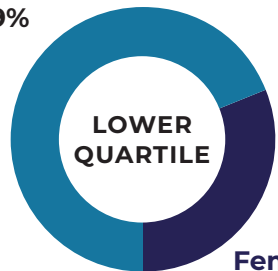
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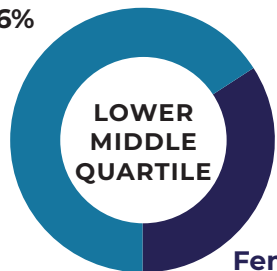
Proportion of men & women in each pay quartile

Male
69%



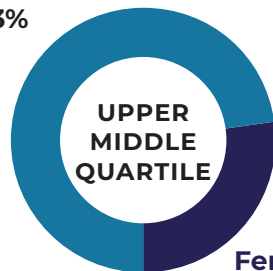
Female
31%

Male
66%



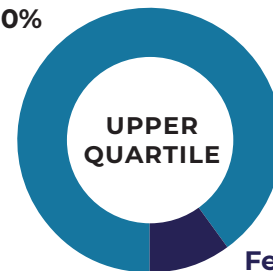
Female
34%

Male
73%



Female
27%

Male
90%



Female
10%