

Gender Pay Gap

MEDIAN PAY GAP
7.0%

MEAN PAY GAP
13.0%

Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP
12.0%

MEAN BONUS PAY GAP
29.0%
IN FAVOUR OF WOMEN

Proportion of men & women receiving a bonus

8.0%
of men
received a bonus



6.0%
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.

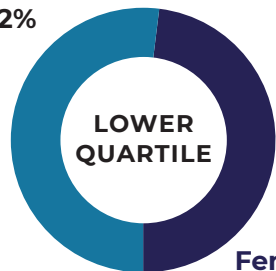
DECLARATION

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

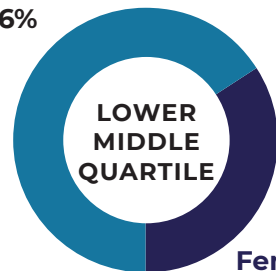
Proportion of men & women in each pay quartile

Male
52%



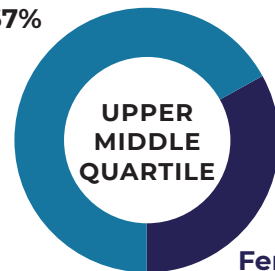
Female
48%

Male
66%



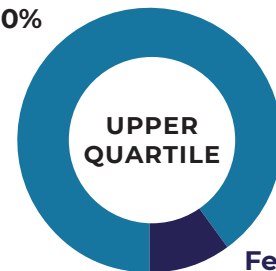
Female
34%

Male
67%



Female
33%

Male
90%



Female
10%

Gender Pay Gap

MEDIAN PAY GAP
28.0%

MEAN PAY GAP
28.0%

Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP
22.0%

MEAN BONUS PAY GAP
18.0%
IN FAVOUR OF WOMEN

Proportion of men & women receiving a bonus

30.0%
of men
received a bonus



16.0%
of women
received a bonus



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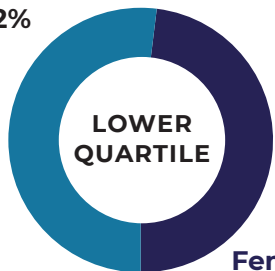
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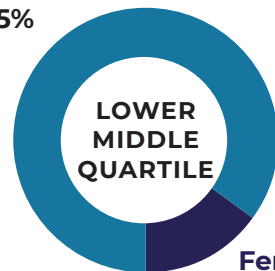
Proportion of men & women in each pay quartile

Male
52%



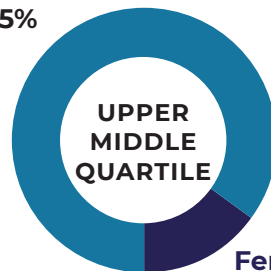
Female
48%

Male
85%



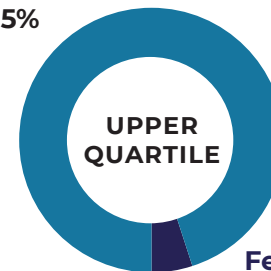
Female
15%

Male
85%



Female
15%

Male
95%



Female
5%

Gender Pay Gap

MEDIAN PAY GAP
12.0%

MEAN PAY GAP
21.0%

Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP
100.0%

MEAN BONUS PAY GAP
100.0%

Proportion of men & women receiving a bonus

3.0%
of men
received a bonus



0.0%
of women
received a bonus



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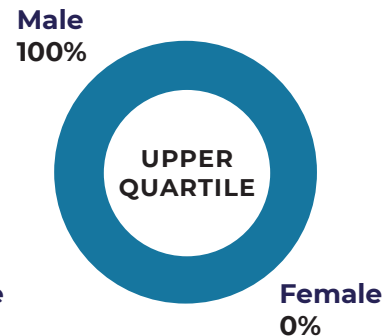
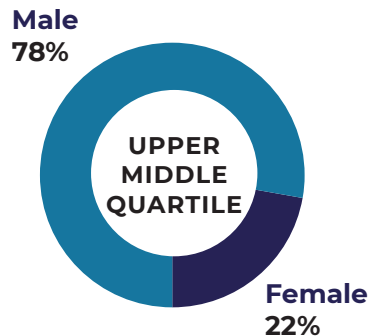
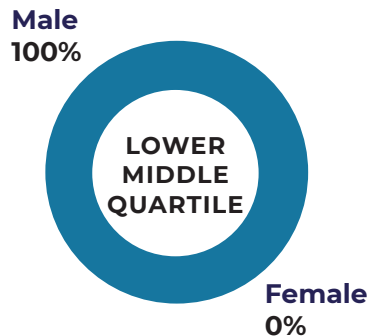
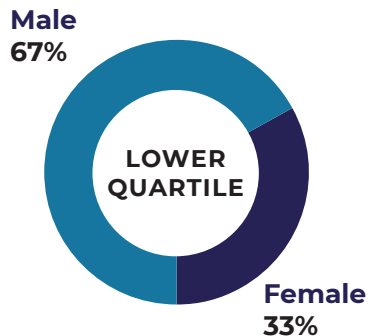
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CHIEF COMMERCIAL OFFICER

Proportion of men & women in each pay quartile



Gender Pay Gap

MEDIAN PAY GAP
7.0%

MEAN PAY GAP
5.0%

Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP
65.0%

MEAN BONUS PAY GAP
59.0%

Proportion of men & women receiving a bonus

2.0%
of men
received a bonus



5.0%
of women
received a bonus



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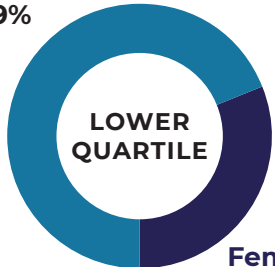
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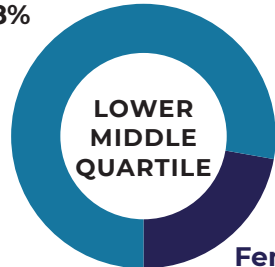
Proportion of men & women in each pay quartile

Male
69%



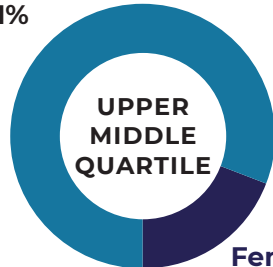
Female
31%

Male
78%



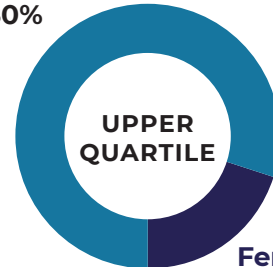
Female
22%

Male
81%



Female
19%

Male
80%



Female
20%

Gender Pay Gap

MEDIAN PAY GAP

0.0%

MEAN PAY GAP

6.0%

Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP

70.0%

MEAN BONUS PAY GAP

71.0%

Proportion of men & women receiving a bonus

2.0%
of men
received a bonus



2.0%
of women
received a bonus



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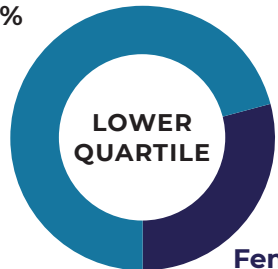
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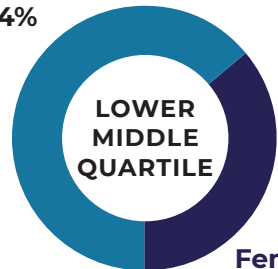
Proportion of men & women in each pay quartile

Male
71%



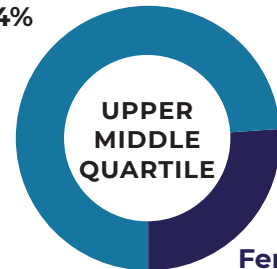
Female
29%

Male
64%



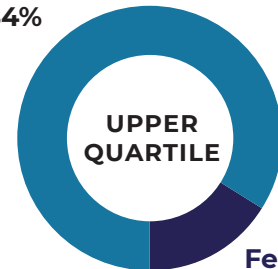
Female
36%

Male
74%



Female
26%

Male
84%



Female
16%