

# OUR GENDER PAY GAP REPORT – 2018 - 2019

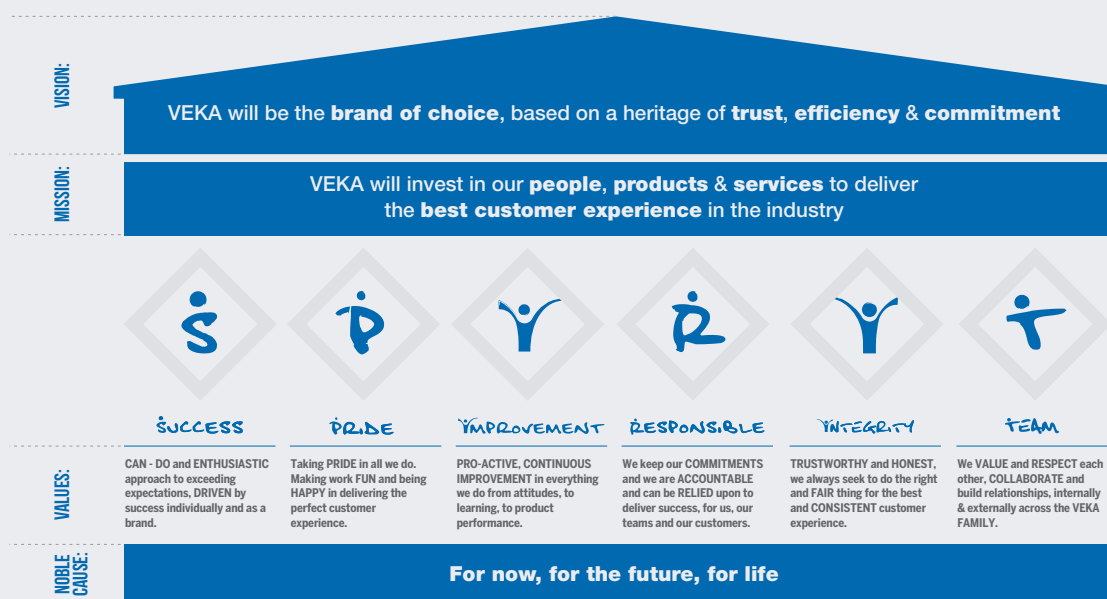
VEKA is a plastics manufacturing business with a strong local heritage.

We have sites in Lancashire and Birmingham, and our main headoffice is in Burnley, Lancashire.

We operate across all business functions, with the majority of people working a variety of shift systems.

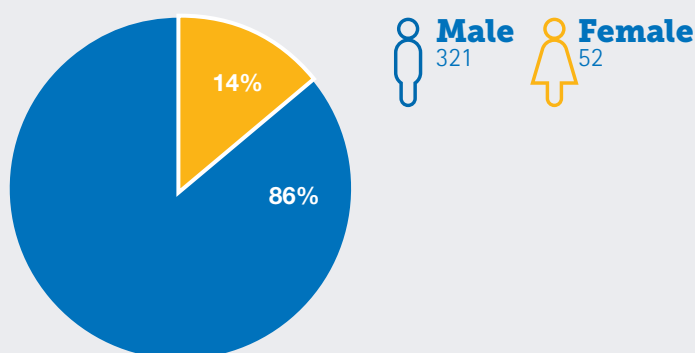
As a company we are passionate about our people, they make our business the success it is today.

We have a Mission and Vision that cement our commitment to investing and developing our people and teams, and Values that encompass the business and our people acting fairly and with integrity at all times.



The way we recognise and reward our people is part of that commitment, ensuring that all structures are free from discrimination and positively supporting all of our employee groups.

## Employee Figures



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# Pay & bonus gap

## Difference between men and women

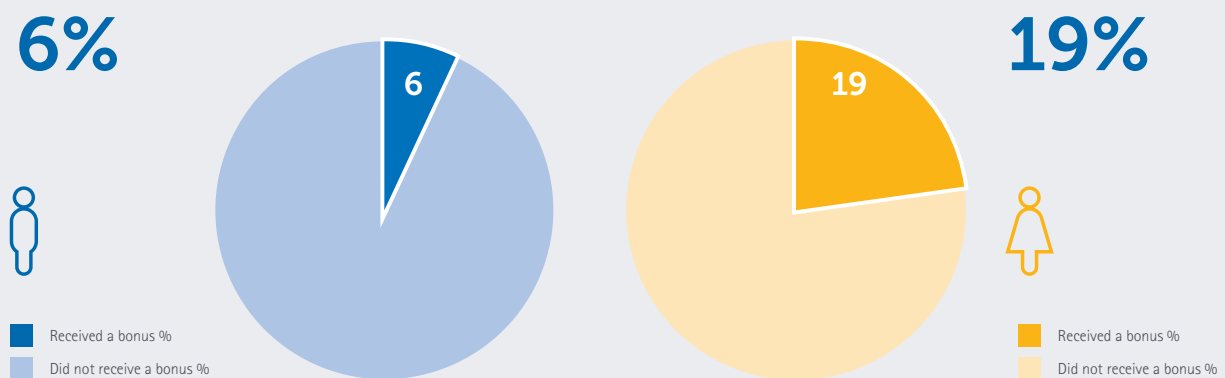
	Mean	Median
Hourly fixed pay	-6.56%	1.61%
Bonus Paid	44.65%	1.30%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date of 5th April 2018.

Although women make up a smaller percentage of the workforce, a norm in an industry such as this, the negative gap shows that the majority of our female employees occupy senior roles within the company, which is testament to our equal opportunity principles.

Our report also captures the mean and median difference between bonuses paid to men and women at VEKA in the year upto 5th April 2018 i.e. for the 2017 performance year.

# Percentage of employees receiving a bonus

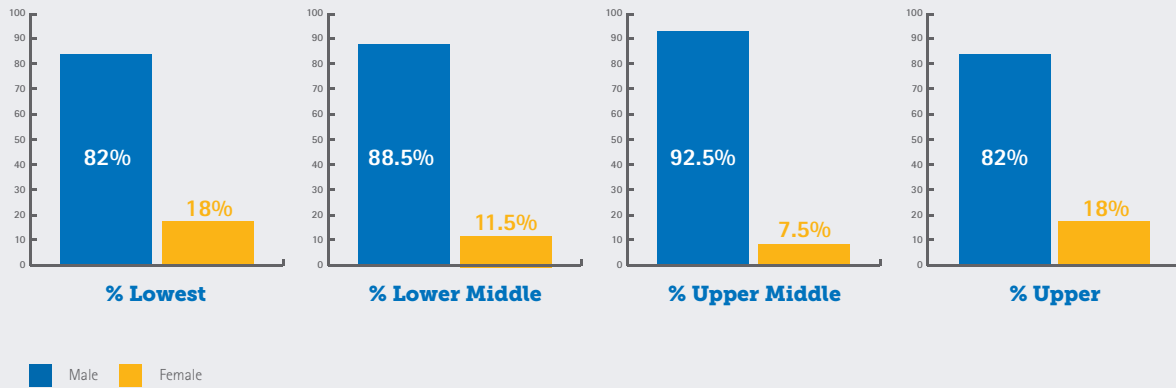


Our report again shows that although women represent a small proportion of the workforce, a significant number of them are within roles that attract a bonus potential.



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# Pay quartiles



The above charts illustrate the gender distribution across VEKA in four equally sized quartiles. The data shows the previously highlighted difference in male and female numbers employed within the business and therefore the percentage difference in pay.

Where men and women occupy equivalent jobs across the business, we are confident that they are paid equally via our standard grading structures.

We actively seek opportunities to increase diversity in under represented areas of the business.

We confirm that the data reported is accurate.

David Jones  
Managing Director  
VEKA plc

February 2019



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