

JAMES CROPPER PLC

# Gender Pay Report

2022–2023

# CEO summary

## Steve Adams

We recognise it is the passionate and talented individuals we employ that will help deliver on our purpose; pioneering materials to safeguard our future, and our long term sustainable business growth.

As a company with a global reach, we are committed to invest in our people and believe that equality and diversity are essential to attract and retain a modern and flexible workforce.

With over 600 employees based in the UK, we welcome the legislation requiring companies to report the percentage of female employees and the average difference in pay between women and men.

**Our ambition is to continuously improve and reduce the gender pay gap, and I am pleased to report for 2022 the mean gender pay gap at James Cropper was -0.5%.**

The median was -10.4%, a slightly wider proportion than previous years due to the breadth of females spanning a broader range of responsibilities.

The challenging economic climate we faced in 2022 has meant that we were unable to reward the profit-based bonus to a high proportion of our UK based workforce.

The transparency of this gender report enables us to continually develop new strategies to improve equality for present and future employees. We are committed to ensure this remains high on our agenda, independent of our financial goals.



# Company overview

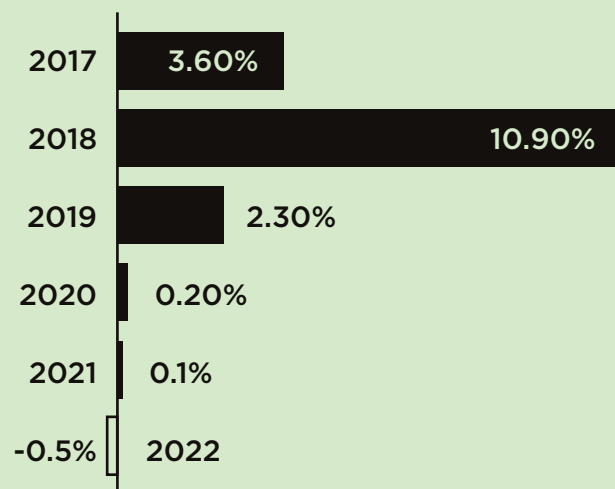
The reporting requirements state that we must report on 'full-pay relevant' employees and anyone who did not top their salary up to full pay is therefore not considered to meet this criteria.

The Office of National Statistics (ONS) Provisional Gender Pay dataset median for 2022 is 14.9%. Using the snapshot date of 5th April 2022, our median gender pay gap across the whole company is -10.4%, this shows that on average we pay 10.4% more to our female employees.

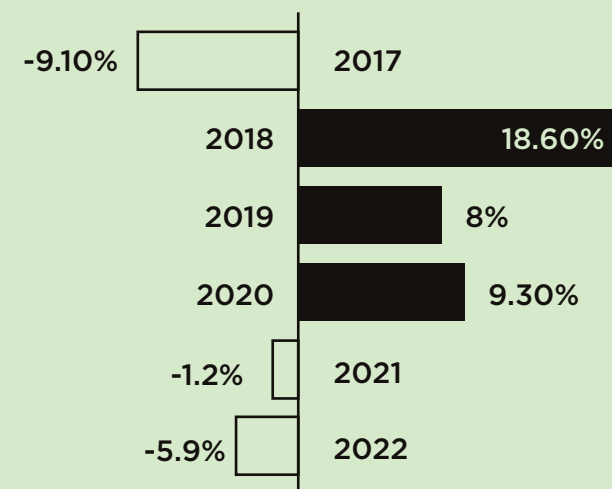
On average, we at James Cropper, currently pay our female employees 0.5% more than our male employees. This is represented through the mean gender pay gap showing that the average hourly pay for all female employees is -0.5%.

The mean is calculated by adding the average hourly salaries and dividing them by the number of employees. The resulting gap is the difference between the average male and female hourly pay figures.

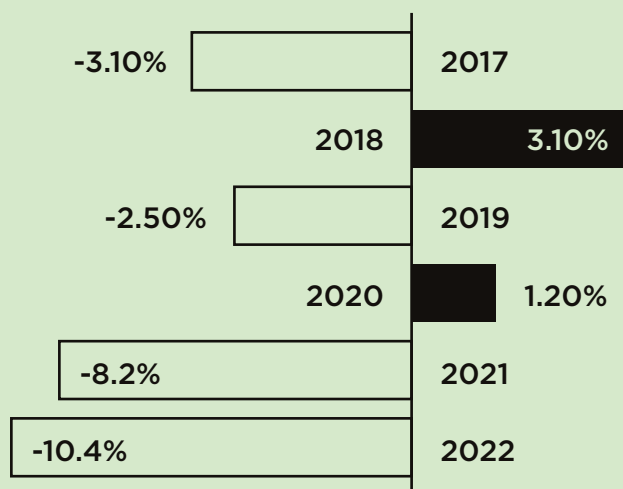
The median identifies the middle hourly pay for both male and female employees when ranked from the lowest to the highest. The resulting gap is the difference between the midpoints in the male and female hourly pay.



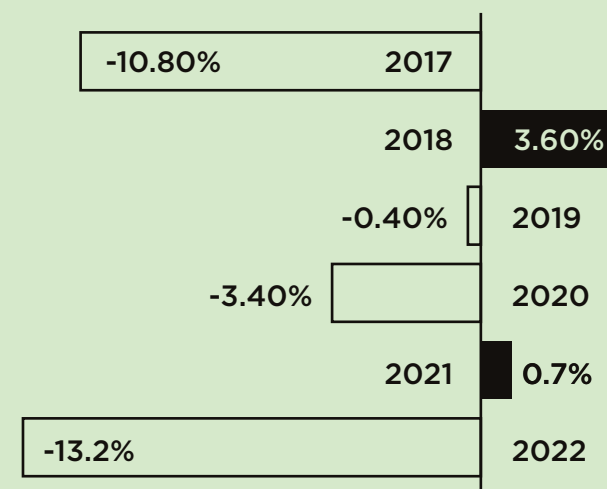
Whole Company Mean



Speciality Paper Mean



Whole Company Median

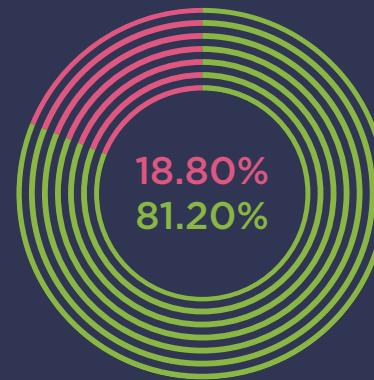
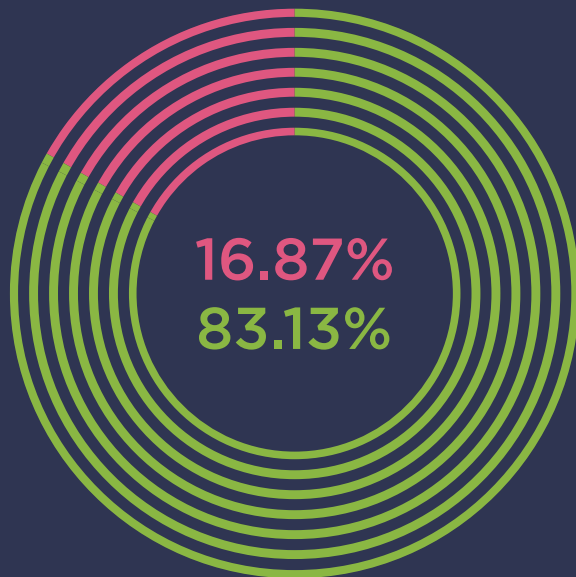


Speciality Paper Median

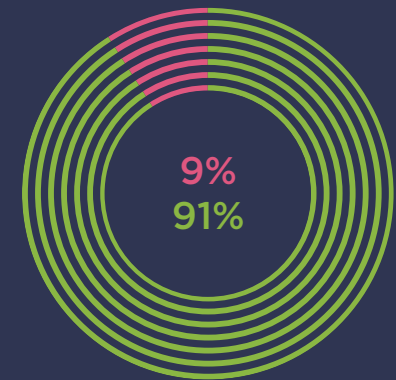
# Proportion of employees:

## Whole Company

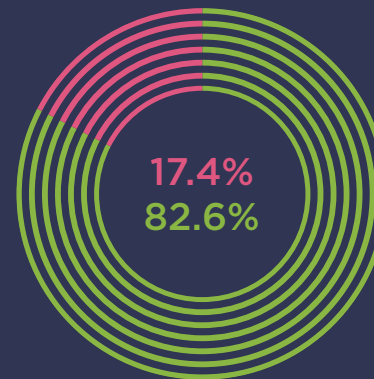
Women who make up 16.87% of our total workforce in the UK occupy 18.80% in our lower pay quartile but hold a higher proportion of roles in our upper pay quartile at 22.4%.



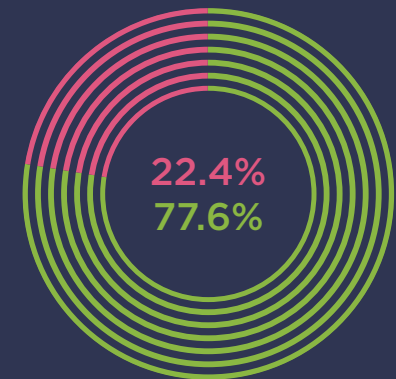
First Quartile



Second Quartile



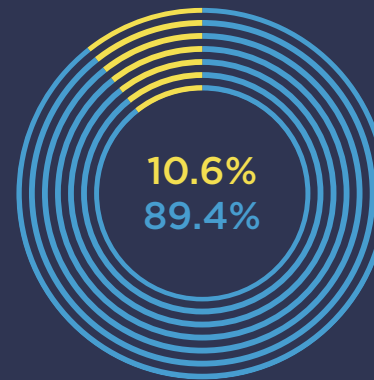
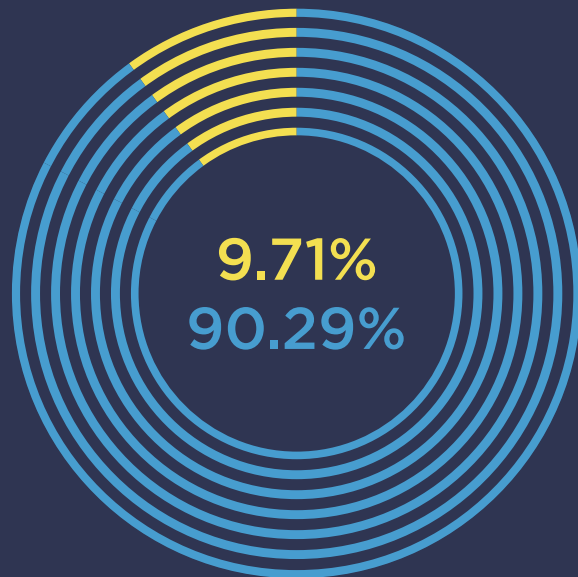
Third Quartile



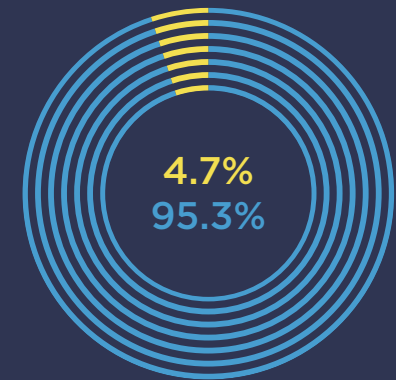
Fourth Quartile

# Proportion of employees: Speciality Paper

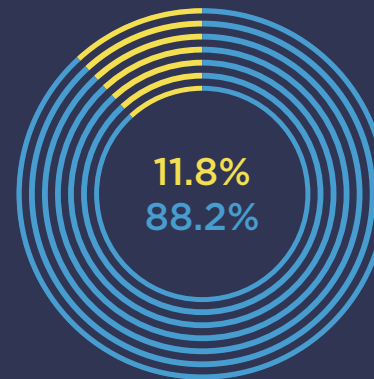
Women who make up 9.71% of our total workforce in the UK speciality paper division occupy 10.6% in our lower pay quartile with a slightly higher proportion of roles in our upper quartile at 11.8%.



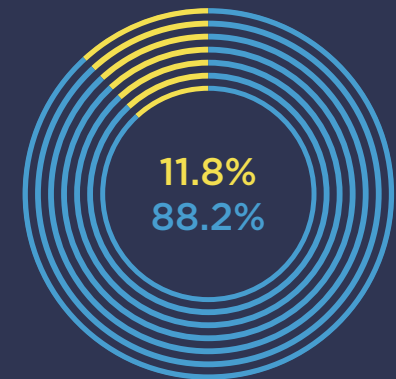
First Quartile



Second Quartile



Third Quartile



Fourth Quartile



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