

Integrity Print Ltd
Gender Pay Gap Report as at 5th April 2019

As an employer of more than 250 employees we are complying with the Government's gender pay gap reporting requirements by publishing the results of six calculations that show the difference between the average (mean and median) earnings and bonus paid to men and women, the proportion of men and women receiving bonus, and the proportion of men and women in pay quartiles in our company.

The calculations have been based on the pay rates in existence as at 5th April 2019 and on bonus paid during the period 1st April 2018 to 31st March 2019. The calculations have been prepared in accordance with the methodology contained in the gender pay gap legislation. The results are as follow:

| | | |
|-------------------------------------|------------|--------------|
| 1. Mean gender pay gap | 22.4% | |
| 2. Median gender pay gap | 25.5% | |
| 3. Mean bonus gender pay gap | 62.3% | |
| 4. Median bonus gender pay gap | 67.8% | |
| 5. Proportion receiving bonus: | Men | Women |
| | 1.6% | 2.7% |
| 6. Proportion in each pay quartile: | Men | Women |
| Upper | 91.6% | 8.4% |
| Upper middle | 88.4% | 11.6% |
| Lower middle | 83.2% | 16.8% |
| Lower | 57.4% | 42.6% |

We provide a "salary exchange" stakeholder pension plan to employees. The above gender pay gap is calculated using post "salary exchange" pay rates to comply with the legislation. When calculated using pre "salary exchange" pay rates the mean gender pay gap reduces only slightly to 21.8% indicating that both male and female employees are generally contributing a similar percentage of their pay into their pensions. The median gender pay gap increases very slightly to 25.8%.

There are two main reasons for the mean gender pay gap and median gender pay gap:

Firstly, we remain primarily a manufacturing company and 55% of all employees work shift work. Of these employees 99% are male and are paid an additional shift allowance as compensation for working anti-social hours. For the purposes of clarity, women working shifts receive the same pay rates as their male colleagues in similar roles. When the shift allowance is excluded from the calculation the mean gender pay gap reduces significantly from 21.8% to 9.2%, the median gender

pay gap reduces from 25.8% to 7.4% and there is a more even distribution of men and women in each quartile as shown below, which reflects more closely the overall ratio of male employees (80.2%) to female employees (19.8%)

| Proportion in each pay quartile: | Men | Women |
|----------------------------------|-------|-------|
| Upper | 80.0% | 20.0% |
| Upper middle | 82.1% | 17.9% |
| Lower middle | 90.5% | 9.5% |
| Lower | 68.1% | 31.9% |

Secondly, there is a lower representation of women at senior levels within our management team.

There has been a slight increase in the mean gender pay gap, with the shift allowance excluded, from 7.6% as at April 2018 to 9.2% as at April 2019. This has occurred as a result of the business acquiring a new trading division where the senior managers are mainly male.

Bonus was paid to a small number of eligible managers and employees for excelling against targets and for exceptional personal performance. There has been an increase in the mean bonus gap from 50% as at April 2018 to 62.3% as at April 2019, and an increase in the median bonus gap from 50% as at April 2018 to 67.8% as at April 2019. These increases are explained by the lower representation of women at a senior level eligible for this type of payment.

There is no occupational reason for male dominance within the manufacturing environment in which our business operates but it has always proved very difficult to recruit female employees to roles involving shift work and, also, at an operational management level. Our policy is to recruit the best people irrespective of gender but when vacancies occur in these areas very few applications are received from women. In our view this is mainly due to personal choice relating to working patterns and the nature of the work. In our production and distribution areas 89% of employees are male. However, it is interesting to note that when recruiting in our sales and administration areas we do receive applications from women, and that the ratio of male and female employees in these areas is relatively more even at 57% to 43%.

I confirm that the above information is accurate.



Arthur Ayres
Finance Director
11th March 2020