

Integrity Print Ltd
Gender Pay Gap Report as at 5th April 2020

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 2020 and on bonus paid during the period 1st April 2019 to 31st March 2020. 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	20.9%		
2. Median gender pay gap	23.3%		
3. Mean bonus gender pay gap	26.3%		
4. Median bonus gender pay gap	-85.8%		
5. Proportion receiving bonus:	Men	Women	
	5.5%	11.5%	
6. Proportion in each pay quartile:	Men	Women	
Upper	90.3%	9.7%	
Upper middle	85.9%	14.1%	
Lower middle	84.8%	15.2%	
Lower	54.3%	45.7%	

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 20.8% indicating that both male and female employees are generally contributing a similar percentage of their pay into their pensions. The median gender pay gap also reduces slightly to 22%.

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

Firstly, we remain primarily a manufacturing company and 51% 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 20.8% to 9.1%, the median gender pay gap also reduces significantly from 22% to 3.9% 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 (78.9%) to female employees (21.1%)

Proportion in each pay quartile:	Men	Women
Upper	79.6%	20.4%
Upper middle	79.3%	20.7%
Lower middle	90.2%	9.8%
Lower	66.3%	33.7%

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

There has been a slight reduction in the mean gender pay gap, with the shift allowance excluded, from 9.2% as at April 2019 to 9.1% as at April 2020. This has occurred as a result of the business acquiring a new trading division where the majority of employees, including those at a management level, are female and also more female employees received bonus compared to the prior year.

During the year to 31st March 2020 bonus was paid to a higher number of eligible managers and employees for excelling against targets and for exceptional personal performance compared to the prior year. The number of males receiving bonus increased from 1.6% to 5.5% and the number of females receiving bonus increased from 2.7% to 11.5%. This has led to a significant reduction in the mean bonus gap from 62.3% as at April 2019 to 26.3% as at April 2020, and a significant change in the median bonus gap which was higher for males by 67.8% as at April 2019 but is now higher for females by 85.8% as at April 2020.

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 91% 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 53% to 47%.

I confirm that the above information is accurate.



Arthur Ayres
Finance Director
18th August 2021