

**Integrity Print Ltd**  
**Gender Pay Gap Report as at 5<sup>th</sup> April 2021**

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 5<sup>th</sup> April 2021 and on bonus paid during the period 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021. The calculations have been prepared in accordance with the methodology contained in the gender pay gap legislation. The results are as follow:

<b>1. Mean gender pay gap</b>	19.4%		
<b>2. Median gender pay gap</b>	16.6%		
<b>3. Mean bonus gender pay gap</b>	26.9%		
<b>4. Median bonus gender pay gap</b>	-95.9%		
<b>5. Proportion receiving bonus:</b>	<b>Men</b>	<b>Women</b>	
	8.0%	12.2%	
<b>6. Proportion in each pay quartile:</b>	<b>Men</b>	<b>Women</b>	
Upper	77.4%	22.6%	
Upper middle	81.0%	19.0%	
Lower middle	86.9%	13.1%	
Lower	66.3%	33.7%	

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 18.1% 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 14.7%.

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

Firstly, we remain primarily a manufacturing company and 50% of all employees work shift work. Of these employees 98% 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 18.1% to 6.7%, the median gender pay gap also reduces significantly from 24.7% to -5.4% 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 (77.9%) to female employees (22.1%)

<b>Proportion in each pay quartile:</b>	<b>Men</b>	<b>Women</b>
Upper	77.4%	22.6%
Upper middle	78.6%	21.4%
Lower middle	90.5%	9.5%
Lower	65.1%	34.9%

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

There has been a reduction in the mean gender pay gap, with the shift allowance excluded, from 9.1% as at April 2020 to 6.7% as at April 2021.

During the year to 31<sup>st</sup> March 2021 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 5.5% to 8.0% and the number of females receiving bonus increased from 11.5% to 12.0%. This has led to a slight increase in the mean bonus gap from 26.3% as at April 2020 to 26.9% as at April 2021, and a slight change in the median bonus gap which was higher for females by 85.8% as at April 2020 and is now higher for females by 95.9% as at April 2021.

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 93% 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.



**Robert Burgess**  
**Finance Director**  
18<sup>th</sup> March 2022