

Integrity Print Ltd
Gender Pay Gap Report as at 5th April 2023

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 2023 and on bonus paid during the period 1st April 2022 to 31st March 2023. 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	20.4%		
2. Median gender pay gap	18.7%		
3. Mean bonus gender pay gap	34.2%		
4. Median bonus gender pay gap	-47.6%		
5. Proportion receiving bonus:	Men	Women	
	7.9%	10.0%	
6. Proportion in each pay quartile:	Men	Women	
Upper	86.9%	13.1%	
Upper middle	85.7%	14.3%	
Lower middle	81.9%	18.1%	
Lower	49.4%	50.6%	

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 20.4% to 12.1%, the median gender pay gap also reduces significantly from 18.7% to 1.5% and there is similar distribution of men and women in each quartile as shown above.

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

During the year to 31st March 2023 bonus was paid to a number of eligible managers and employees for excelling against targets and for exceptional personal performance. The number of males receiving bonus increased from 6.6% to 7.8% and the number of females receiving bonus reduced from 13.3% to 10.0%. This has led to an increase in the mean bonus gap from 7.1% as at April 2022 to 34.2% as at April 2023, and a slight change in the median bonus gap which was higher for females by 138.0% as at April 2022 and is now higher for females by 47.6% as at April 2023.

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.

A handwritten signature in black ink that reads "Robert Burgess". The signature is written in a cursive style with a large initial 'R' and 'B'.

Robert Burgess
Group Finance Director
8th March 2024