

# Gender Pay Gap Report 2021

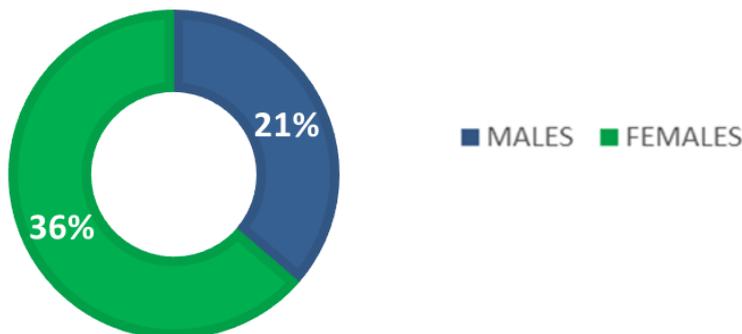
For 50 years, Cedo has been supplying Europe’s leading retailers with private brand and branded consumer household products.

With our headquarters in Telford (UK), we are the largest manufacturer of “own label” and branded household disposable plastic bags and cling films in Europe. Employing nearly 2,000 people globally, we operate from manufacturing sites in Telford (UK), Wrocław (Poland) and Hanoi (Vietnam) and with regional sales offices in Telford, Paris (France), Monchengladbach (Germany) and Moscow (Russia).

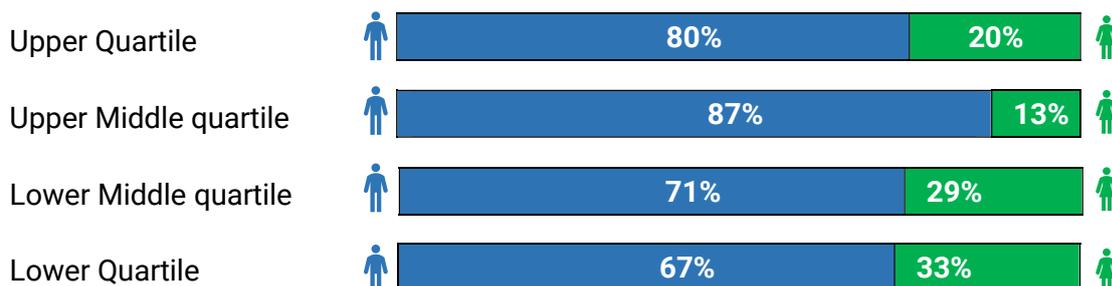
## Our Gender Pay Gap Data

	Gender Pay Gap %	Gender Bonus Pay Gap %
Median	11.2%	-29.8%
Mean	11.6%	52.0%

## Proportion of employees who received a bonus payment



## Proportion of males & females in each pay quartile





- Our median gender pay gap is higher than last year (7.7%) but remains lower than the UK's National Median Gender Pay Gap of 15.5% (Office of National Statistics 2020). Although the percentage of female employees increased from last year (22.9%) to this year (24%), a pay increase was awarded at the start of 2021 which exacerbated the gender pay gap.
- We have a median gender bonus pay gap of -29.8%. This is in part due to less than a quarter of all employees being eligible for a bonus. The primary reason for our negative median gender bonus pay gap (-29.8%) is that 36% of our female employees received a bonus payment versus 21% of our male employees.

The mean gender bonus pay gap of 52% is largely due to the higher % bonus eligibility being allocated to those in Director and sales roles – only 11% of these employee categories are currently occupied by women.

- Gender Pay Gap reporting is distinct from equal pay, which relates to what women & men are paid for performing equal work. Cedo is confident that its gender pay gap is not related to an equal pay issue.

## What does our data tell us?

We have determined that our gender pay gap arises from the following main influences:

- Our greatest challenge continues to be a gender imbalance at all levels of our workforce, with only 24% of our employees being female, and of these, around three quarters work in our manufacturing operations.
- The manufacturing industry is traditionally male dominated and as the majority of our employees work within our manufacturing areas, the lack of female representation there continues to have the most impact on our gender pay gap reporting.
- Our gender pay gap is also impacted by the shift patterns we operate. Generally, night shift workers are more likely to be male rather than female and night shift work attracts a premium rate. Our pay levels continue to be determined with regards to the level of role and are benchmarked against external data.

## Our Action Plan



### Family Friendly Policies

The majority of our part-time roles are occupied by women & this trend is typical of most companies in the UK.

We have a flexible working policy in place that ensures we respond to applicants in a far tighter timeframe than the legal minimum. We have also launched a hybrid working policy for those employees who can work from home.



### Recruitment & Selection

We focus on attracting and retaining the best talent, regardless of gender.

As there is an inequality in the distribution of women and men in the manufacturing occupational category & this often commences in their educational choices, we are partnering with a local school in STEM initiatives (Science Technology Engineering & Manufacturing).

In so doing, we will promote the manufacturing sector as a potential future career for females.



### Development Opportunities

We use our Talent Identification Process to increase development opportunities for all employees.

We are focussing on improving equality, diversity and inclusion through review of policies and procedures and via training programmes.

### Declaration

I confirm that the information set out in this report, as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is accurate.

Thierry Navarre  
**Chief Executive Officer**  
21 March 2022



### Employee Wellbeing & Engagement

The CIPD 2020 Health and Wellbeing at Work survey shows a main benefit of employers increasing focus on employee wellbeing is a healthier and more inclusive culture.

This, coupled with the main issues we face being gender imbalance at all levels of our workforce and the occupational segregation in the manufacturing industry, means focus on employee retention of our existing female employees is key to reducing our gender pay gap.

We have embarked on a programme to improve employee wellbeing and employee engagement.

We publicise wellbeing initiatives regularly throughout the year and partner with a provider to offer our employees access to a wellbeing package which includes access to doctors, counselling services and discounts including gym memberships.

Our Engagement Champions support the business to drive engagement through completion of projects and act as a liaison with employees regarding new engagement initiatives.