



IPL Business Overview

One51 ES Plastics (UK) Limited, trading as IPL Plastics, is our UK holding company and forms the UK arm of the IPL Global group of companies. We are leaders in sustainable products, partnering with customers to help them protect and deliver their products. Our products are used and reused daily all over the world by our customers.

Our Global footprint:

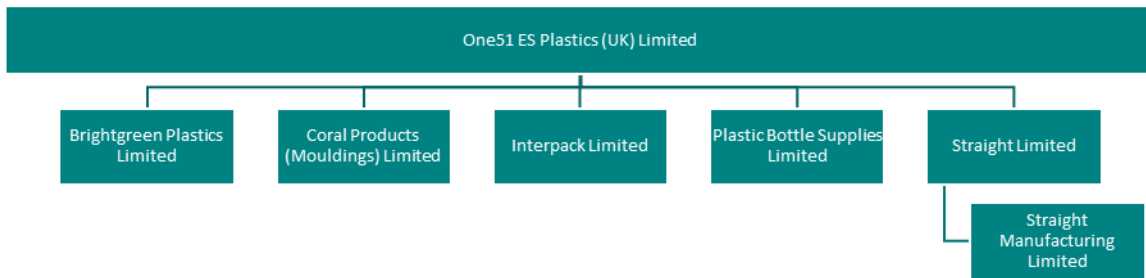


Across the whole IPL Group, we now have:

- 20 Plants
- 3 Recycling centres
- 500+ Machines
- 2,500+ Employees

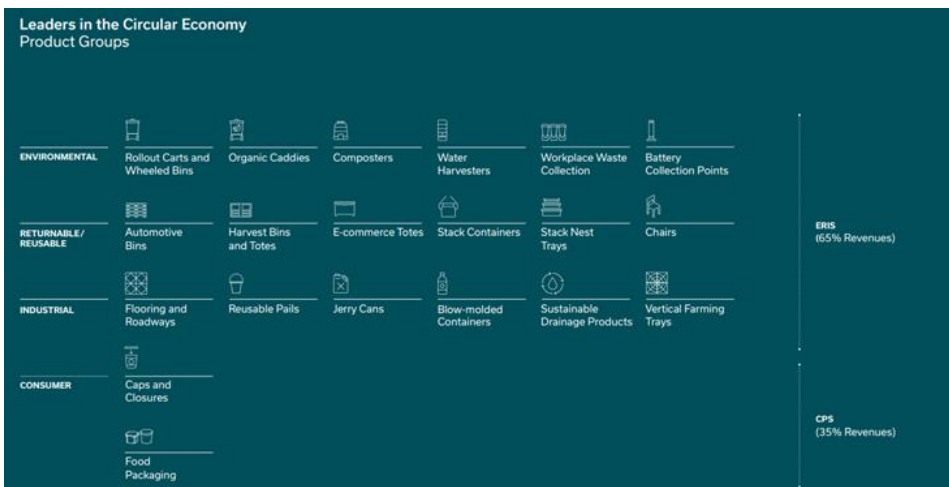
We employ over 2,500 employees worldwide; 765 in UK across 6 business entities in our Environmental, Returnable and Industrial Solutions (ERIS) division; under the subsidiary name One51 ES Plastics (UK) Limited.

Our UK structure:



Our Products

Our ERIS Division makes 100% recyclable pails, containers and crates for numerous end-markets, wheeled environmental bins and related reusable containers and we are also enhancing our recycling capabilities within the UK. We manufacture customised injection-molded and blow molded packaging solutions and rigid containers for food, consumer, agriculture, automotive, logistics and environmental markets.



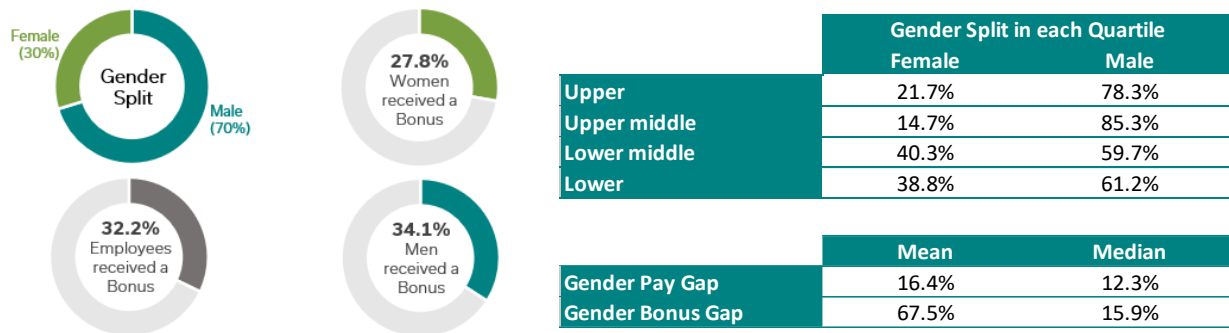


Gender Pay Gap Report

We collected our data on 5 April 2022, when our workforce of 765 employees was made up of 227 women (30%) and 537 men (70%).

Our median gender pay gap is 12.3%, and mean gender pay gap is 16.4%. Our bonus median gap is 15.9%, and the mean is 67.5%.

The following data shows our pay gap snapshot as of 5 April 2022:



At IPL, pay is determined by the individuals' role within the team and their performance in that role. Additional external factors do not affect an employee's remuneration. IPL is an Equal Pay employer – men and women performing equal work receive equal pay.

IPL D&I Overview

IPL is committed to having a diverse and inclusive workforce. We have set a range of targets under our Global Sustainability targets. In 2023 we plan to undertake a Global gender pay gap review, and work on a range of initiatives to progress diversity and inclusion.

Some of these initiatives underway include a review of shift patterns, enhanced training, and a focus on gender focused talent acquisition.

Gender Pay Gap

By 2023, undertake comprehensive gender pay gap analysis

Developing a diverse workforce

By 2023, progress diversity and inclusion strategy, with focus on talent acquisition

I confirm that the data published in this report is accurate. We are continuing to work with our employees and business on a range of actions to facilitate and enhance our gender equality strategy.

Benjamin Nominé
Group Chief Human Resources Officer