



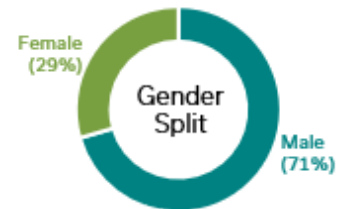
## IPL Business Overview

IPL Plastics (UK) Limited, is a subsidiary of the IPL group. We are a leading global provider of sustainable rigid plastic packaging solutions, 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.

## IPL Plastics (UK) Limited, Gender Pay Gap Report

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.

We collected our data on 5 April 2023, when our workforce of 672 employees was made up of 198 women (29%) and 474 men (71%).



### Our Gender Pay Gap

Our mean gender pay gap is 12.7% in 2023, which is an improvement of 3.7 points compared to 2022. Our median gender pay gap is 10.9% in 2023, which is an improvement of 1.4 points compared to 2022.

	Gender Pay Gap	
	2023	2022
Mean	12.7%	16.4%
Median	10.9%	12.3%

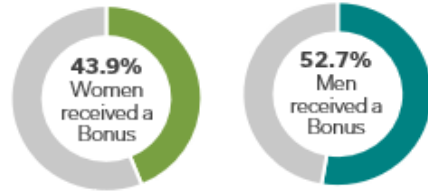
While we saw an increase of women in the lower quartile, we also increased the overall proportion of women in the upper middle quartile by 4.4 points compared to 2022.

Quartile	Gender Split in each Quartile			
	2023		2022	
	Female	Male	Female	Male
Upper	20.9%	79.1%	21.7%	78.3%
Upper middle	19.9%	80.1%	14.7%	85.3%
Lower middle	23.1%	76.9%	40.3%	59.7%
Lower	50.6%	49.4%	38.8%	61.2%



### Our Gender Bonus Gap

43.9% of our female employees and 52.7% of our male employees received a bonus during the 12-months period ending with the snapshot date.



Our mean gender bonus gap is 18.5% in 2023, which is an improvement of 49 points compared to 2022.

Our median gender bonus gap is 5.6% in 2023, which is an improvement of 10.3 points compared to 2022.

Gender Bonus Gap

	2023	2022
Mean	18.5%	67.5%
Median	5.6%	15.9%

### Behind the numbers: what is driving our gap?

Our Gender Pay Gap and Gender Bonus Gap performance is primarily driven by the fact that our industry is traditionally male dominated, with a gender split that tends to attract more men to the more senior positions across our manufacturing locations (e.g. engineers, fitters etc.), while women tend to occupy more junior positions (e.g. packers, etc.). This dynamic is also reflected in our plant leadership teams, where there is an 80% / 20% distribution between men and women. There are also social and demographic factors which drive some of the differences.

I confirm that the data published at the time of reporting 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.

Ida Murphy  
Chief People Officer