



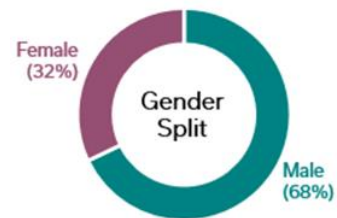
IPL Business Overview

IPL Plastics (UK) Limited¹, 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

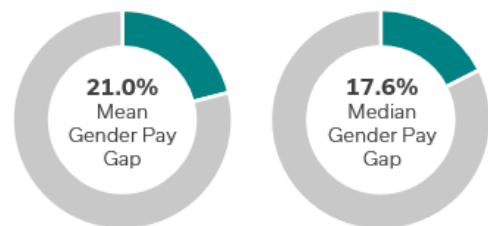
At IPL, pay is determined by the individuals' role within the team and their performance in that role. Additional external factors do not affect an employee's remuneration. IPL is an Equal Pay employer – men and women performing equal work receive equal pay.

We collected our data on 5 April 2024, when our workforce of 623 employees was made up of 167 women (32%) and 353 men (68%).

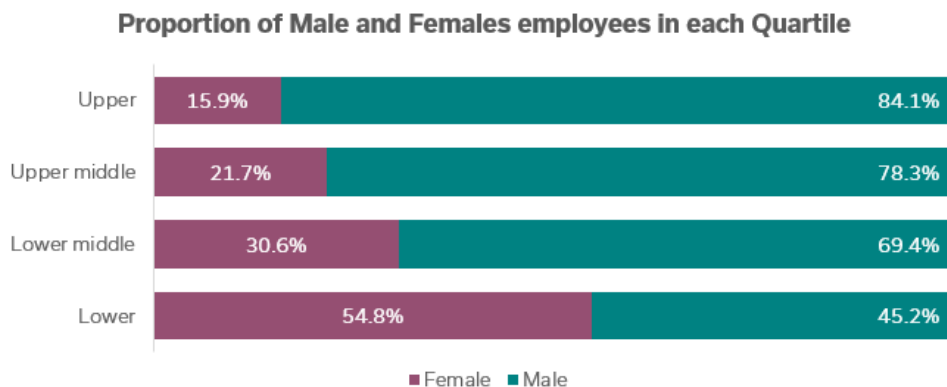


Our Gender Pay Gap

In 2024, our mean gender pay gap is 21.0% and our median gender pay gap is 17.6%.



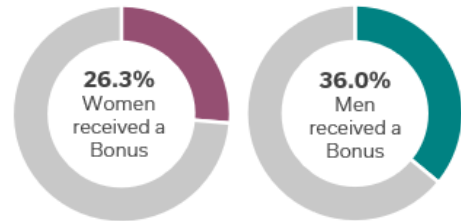
The chart below shows the proportion of female and male employees across all four quartiles.



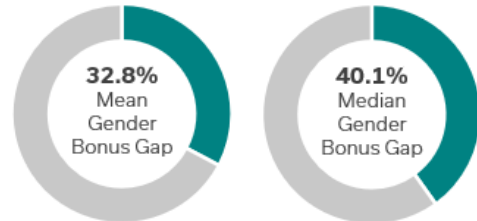


Our Gender Bonus Gap

In 2024, 26.3% of our female employees and 36.0% of our male employees received a bonus during the 12-months period ending with the snapshot date.



In 2024, our mean gender bonus gap is 32.8% and our median gender bonus gap is 40.1%.



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. This is reflected in the fact that we have more men in the higher paid positions, while women tend to occupy more lower paid positions. This dynamic is also reflected in our plant leadership teams, where there is an 75% / 25% 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

¹ Following an internal group reorganisation in 2023, the employees of Straight Manufacturing Limited, Interpack Limited and Plastic Bottle Supplies Limited all transferred to IPL Plastics (UK) Limited.