

Berry Global, Inc.

Gender Pay Gap Reporting – 2023

British Polythene Ltd

RPC Containers Ltd

Massmould Ltd

Maynard & Harris Plastics

Berry UK Containers LTD

Published, March, 2024





Gender Pay Gap

British Polythene Ltd - April 2023 Overall Results

Gender Pay Gap		Bonus Pay				Quartiles							
						1st quartile (highest paid)		2nd quartile		3rd quartile		4th quartile (lowest paid)	
Mean	Median	Male Proportion	Female Proportion	Mean Gap	Median Gap	Male	Female	Male	Female	Male	Female	Male	Female
-9.0%	0.0%	45.7%	45.2%	-9.0%	40.5%	78.0%	22.0%	87.1%	12.9%	87.1%	12.9%	77.9%	22.1%



Gender Pay Gap

RPC Containers Ltd - April 2023 Overall Results

Gender Pay Gap		Bonus Pay				Quartiles							
						1st quartile (highest paid)		2nd quartile		3rd quartile		4th quartile (lowest paid)	
Mean	Median	Male Proportion	Female Proportion	Mean Gap	Median Gap	Male	Female	Male	Female	Male	Female	Male	Female
12.9%	12.5%	39.6%	33.8%	11.9%	64.2%	85.8%	14.2%	78.0%	22.0%	68.0%	32.0%	70.0%	30.0%



Gender Pay Gap

Berry UK Containers Ltd – April 2023 Overall Results

Gender Pay Gap		Bonus Pay				Quartiles							
						1st quartile (highest paid)		2nd quartile		3rd quartile		4th quartile (lowest paid)	
Mean	Median	Male Proportion	Female Proportion	Mean Gap	Median Gap	Male	Female	Male	Female	Male	Female	Male	Female
7.5%	9.1%	1.8%	2.4%	4.8%	188.9%	90.6%	9.4%	81.1%	18.9%	72.6%	27.4%	75.9%	24.1%



Gender Pay Gap

Massmould Ltd - April 2023 Overall Results

Gender Pay Gap		Bonus Pay				Quartiles							
						1st quartile (highest paid)		2nd quartile		3rd quartile		4th quartile (lowest paid)	
Mean	Median	Male Proportion	Female Proportion	Mean Gap	Median Gap	Male	Female	Male	Female	Male	Female	Male	Female
12.1%	5.1%	9.3%	6.2%	22.0%	-15.0%	86.1%	13.9%	75.0%	25.0%	69.2%	30.8%	79.4%	20.6%



Gender Pay Gap

Maynard & Harris Plastics - April 2023 Overall Results

Gender Pay Gap		Bonus Pay				Quartiles							
						1st quartile (highest paid)		2nd quartile		3rd quartile		4th quartile (lowest paid)	
Mean	Median	Male Proportion	Female Proportion	Mean Gap	Median Gap	Male	Female	Male	Female	Male	Female	Male	Female
11.7%	17.6%	4.1%	9.2%	40.7%	39.0%	90.9%	9.1%	85.8%	14.2%	83.2%	16.8%	62.9%	37.1%