

## IPL Schoeller Business Overview

IPL Plastics (UK) Limited<sup>1</sup>, is a subsidiary of the IPL Schoeller 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.

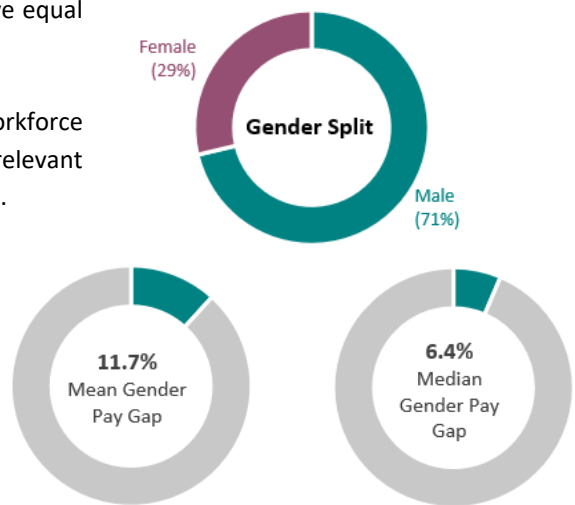
## IPL Plastics (UK) Limited, Gender Pay Gap Report

At IPL Schoeller, 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 Schoeller is an Equal Pay employer - men and women performing equal work receive equal pay.

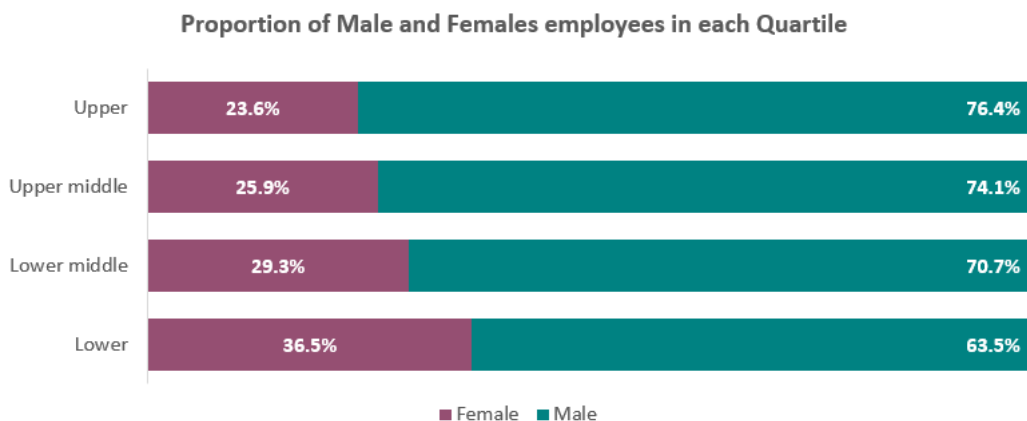
Our data was collected on 5 April 2025 and reflects a total workforce of 609 employees. Of these, 593 were considered relevant employees, including 171 women (29%) and 422 men (71%).

### Our Gender Pay Gap

In 2025, our mean gender pay gap is 11.7% and our median gender pay gap is 6.4%.



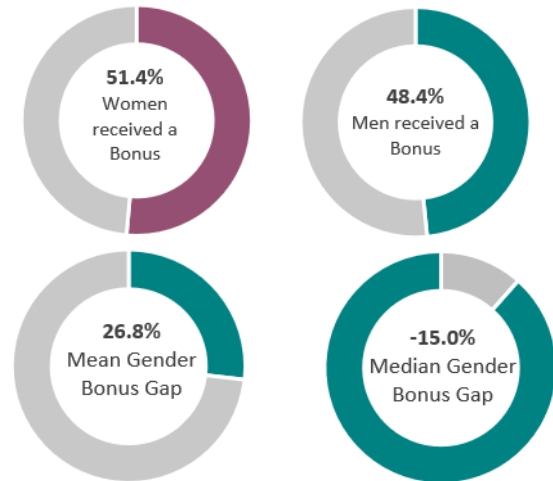
The chart below shows the proportion of female and male employees across all four quartiles.



### Our Gender Bonus Gap (“GBG”)

In 2025, 51.4% of our female employees and 48.4% of our male employees received a bonus during the 12-months period ending with the snapshot date.

In 2025, our mean GBG is 26.8% and our median GBG is -15.0%. The mean GBG is affected by the number of men receiving significantly higher bonus amounts, which increases the male average.



The median GBG shows the opposite pattern, as the middle bonus received by women is higher than the male median. This tends to happen when women’s bonus distribution is narrower, while men have a wider distribution - with more on lower amounts and a few high outliers.

### 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 77% / 23% 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.




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**Ida Murphy**  
Chief People Officer

<sup>1</sup> 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.