

JAMES CROPPER PLC

Gender Pay Report

2023-2024



JAMES CROPPER ^{PLC}

ESTABLISHED 1845

CEO summary

Steve Adams

At James Cropper, we acknowledge that our people are the driving force behind our purpose; pioneering materials to safeguard our future, and ensuring long-term sustainable business growth. With over 500 talented individuals based in the UK, we remain dedicated to investing in our employees and fostering an inclusive culture that attracts and retains a modern and flexible workforce.

Whilst the legislative requirement for companies to report the percentage of female employees and the average pay difference between women and men is essential, we acknowledge and embrace the transparency that the Gender Pay reporting brings. This enables us to assess our progress annually and take meaningful steps towards achieving gender equality.

I am pleased to report that for 2023, our mean gender pay gap stood at -7.64% and the median at -8.27%.

This report serves as a testament to our dedication to fostering an environment where every individual has equal opportunities to thrive and succeed. As we move forward, we are committed to developing new strategies and initiatives to further promote equality and diversity at James Cropper.



Company overview

The reporting requirements state that we must report on 'full-pay relevant' employees and anyone who did not top their salary up to full pay is therefore not considered to meet this criteria.

The Office of National Statistics (ONS) Provisional Gender Pay dataset median for 2023 is 14.9%. Our median gender pay gap across the whole company is -8.27%, this shows that on average we pay 8.27% more to our female employees.

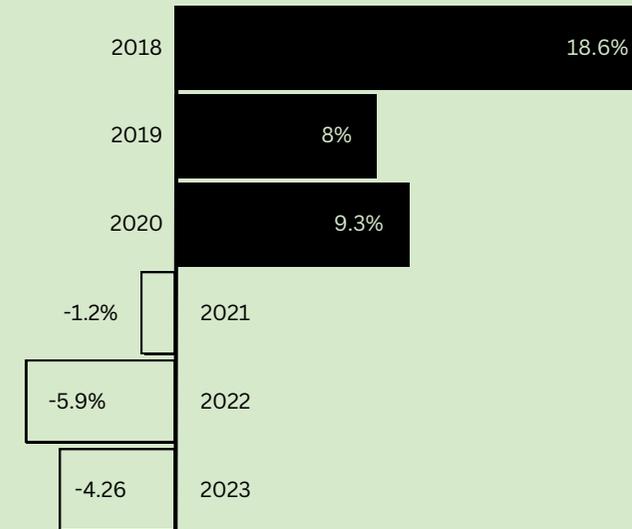
On average, we at James Cropper, currently pay our female employees 7.64% more than our male employees. This is represented through the mean gender pay gap showing that the average hourly pay for all female employees is -7.64%.

The mean is calculated by adding the average hourly salaries and dividing them by the number of employees. The resulting gap is the difference between the average male and female hourly pay figures.

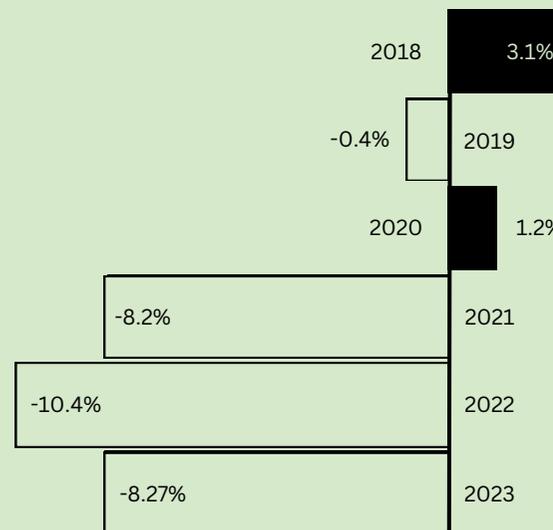
The median identifies the middle hourly pay for both male and female employees when ranked from the lowest to the highest. The resulting gap is the difference between the midpoints in the male and female hourly pay.



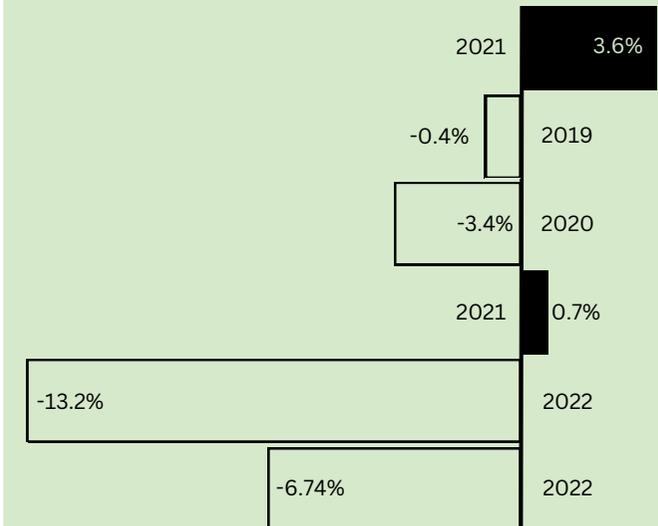
Whole Company Mean



Speciality Paper Mean



Whole Company Median

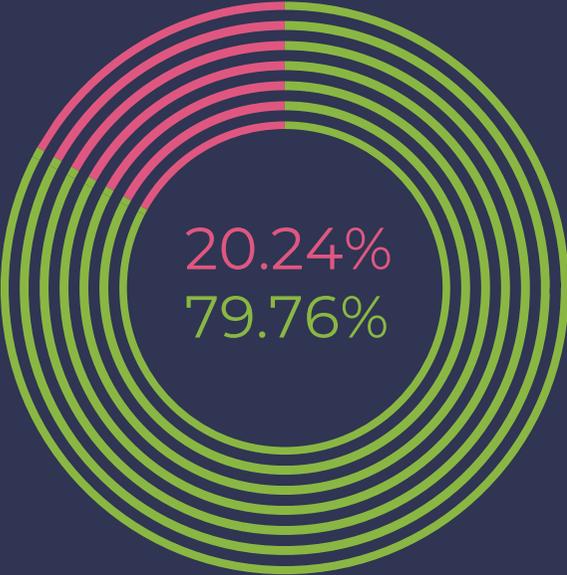


Speciality Paper Median

Proportion of employees:

Whole Company

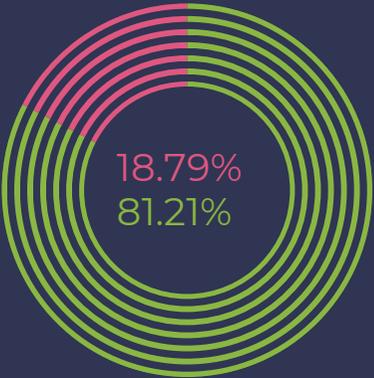
Women who make up 20.24% of our total workforce in the UK, occupy 15.33% in our lower pay quartile but hold a higher proportion of roles in our upper pay quartile at 23.33%.



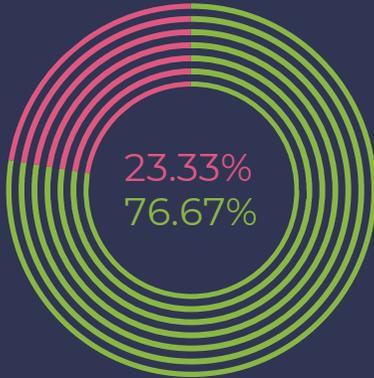
First Quartile



Second Quartile



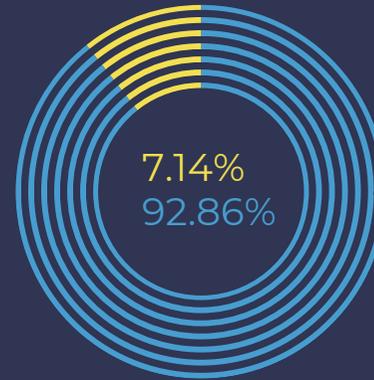
Third Quartile



Fourth Quartile

Proportion of employees: Speciality Paper

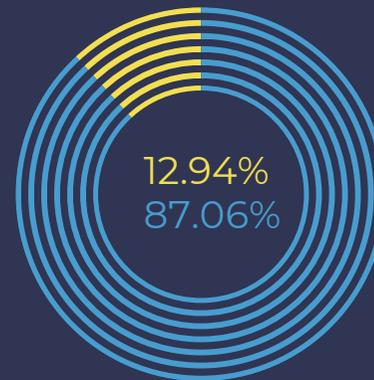
Women who make up 11.08% of our total workforce in the UK speciality paper division occupy 7.14% in our lower pay quartile with a slightly higher proportion of roles in our upper pay quartile at 10.71%.



First Quartile



Second Quartile



Third Quartile



Fourth Quartile



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