



GENDER PAY GAP REPORT 2018



WHAT IS THE GENDER PAY GAP?



The Gender Pay Gap is the difference in pay between men and women. This is explained using a range of statistics and is influenced by many factors, one of the biggest being the breakdown of a company's workforce between men and women.

The Gender Pay Gap is not the same as equal pay.

Equal pay is related to a man and a woman being paid the same rate of pay for carrying out the same job or a similar job within a business. Here at Rockline we adhere to the principles of equal pay for women and men.



ROCKLINE IN THE UK

Sample size and total population

The sample size is determined by criteria laid down by the Government legislation and we have complied fully with the criteria laid out in that legislation. For further information please look at www.gender-pay-gap.service.gov.uk

The data under review is from the twelve months ending in April 2018 and the sample size that qualified for analysis numbered 348 people.

Of the sample size mentioned above:

62% were men

38% were women

We work in the manufacturing sector supplying fast moving consumer products to retailers and branded partners. Like many manufacturing businesses our workforce tends to be made up of a majority of male colleagues throughout most disciplines and departments but especially so in our production and engineering areas.

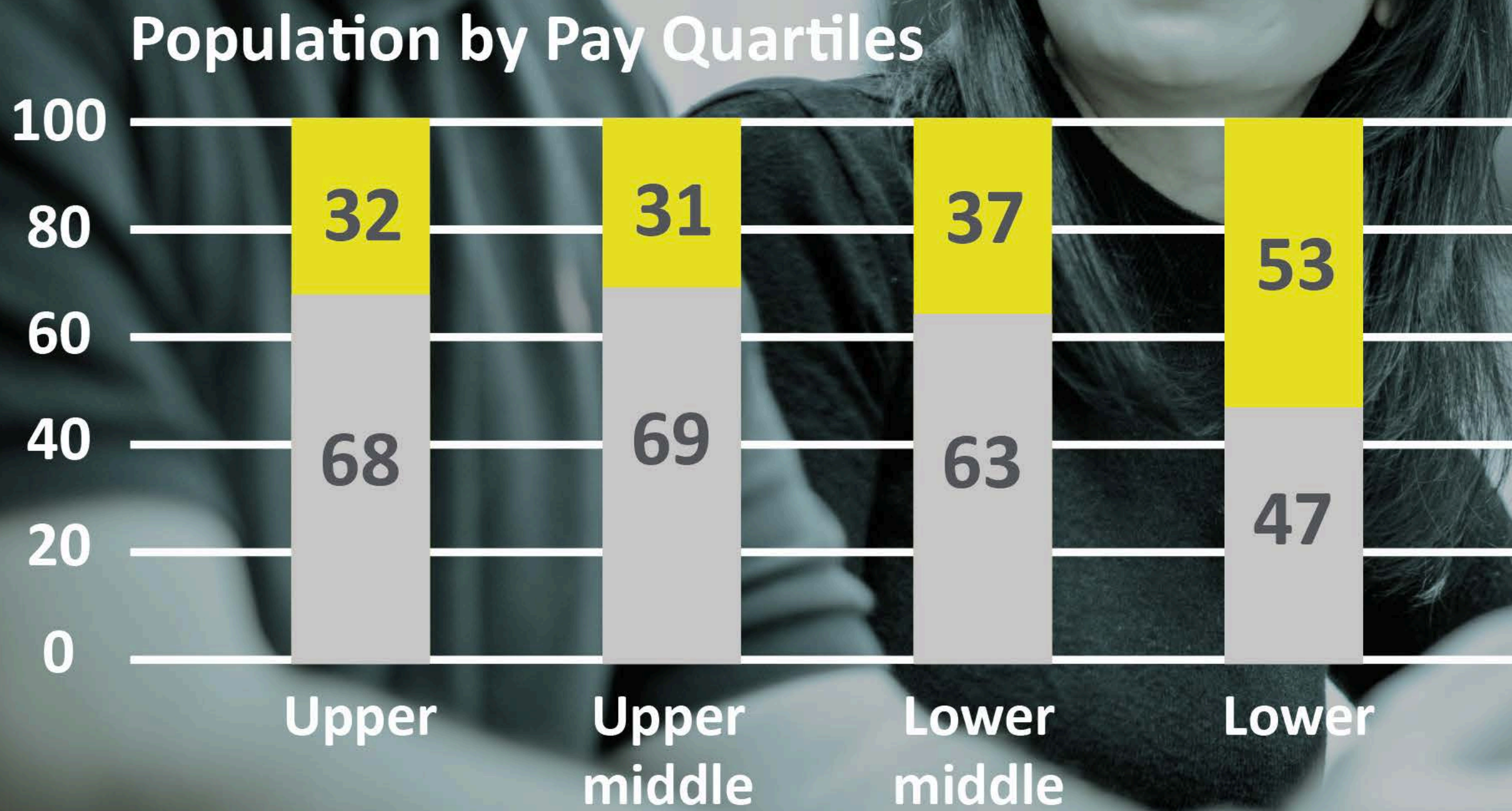
HOURLY PAY AND BREAKDOWN OF PAY BY LEVEL OF EARNINGS

The mean hourly pay for women is 6.36% less than for men

The mean is calculated from the average hourly rate of pay for everyone in the sample

The median hourly pay for women is 13.33% less than for men

The median is calculated by taking the person in the middle of the range for each gender and comparing the rate of pay



PAY QUARTILES IN DETAIL

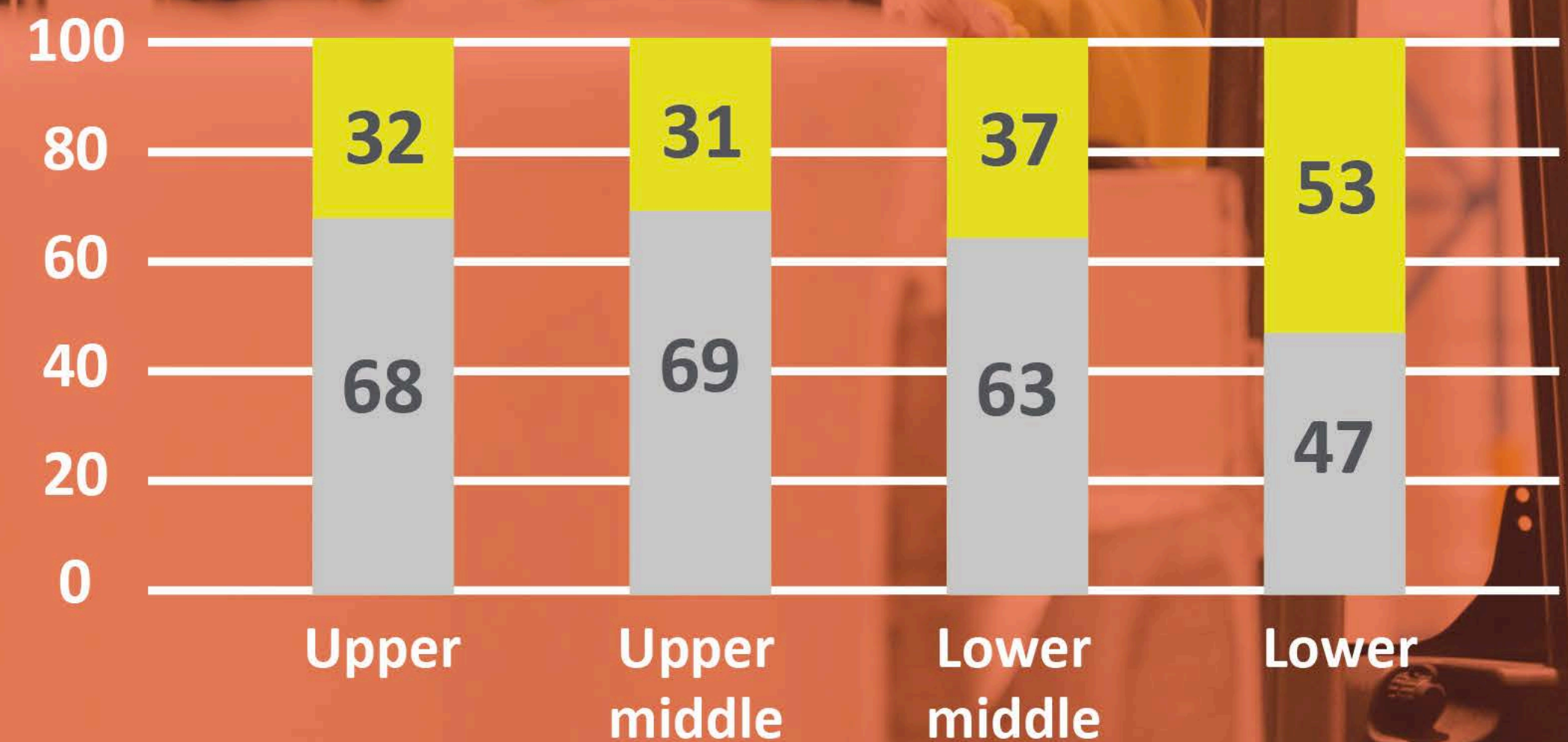
When we have analysed our staff into pay quartiles we see that our senior positions are filled in the majority by men, there are a couple of statistics within this:

- 64% of management positions are held by men
- 100% of engineering positions are held by men

These factors mean there is a bias in the business towards men filling the higher paid positions, especially in our production activities where engineers make up a significant part of the overall group.

The lower quartile represents predominantly our staff who carry out end of line packing functions. We continue to work on eliminating or reducing heavy lifting and manual handling tasks and this effort has removed a previous perceived limitation on women carrying out these tasks. We also welcome job sharing in this area and this has proved attractive to both sexes.

Population by Pay Quartiles



BONUS PAY IN DETAIL

The mean bonus value for women was 32% lower than for men

The mean is calculated from average value of bonuses for each group

The median bonus value for women was 33% less than for men

The median is calculated by taking the person in the middle of the range for each gender and comparing value of the bonus

68% of men were eligible for a financial bonus and 47% of women

The company runs an Attendance Bonus Scheme that applies to everyone working for the business. Each department or segment of the business votes for either a financial reward or a non-financial reward which takes the format of additional days of holiday allowance.

In the period under review only 9% of men received additional annual leave instead of a financial bonus as a bonus compared to 19% of women.

Additionally, we offered an incentive bonus for overtime during the period under review and there were significantly more male employees volunteering for this but this is also reflective of the male/female split in the workforce.

Our operational groups have a heavier concentration of men than our office based functions and the operational groups chose a financial award whereas our office based staff chose additional annual leave.



RECRUITMENT AND DEVELOPMENT

We have a proud record of developing people through our business and the overwhelming majority of appointments made in the last ten years were filled by internal candidates, except at the entry level to the production activities where these would be new joiners to the business. This pool of joiners are then assessed for additional skills and promoted through the business as opportunities arise, regardless of gender.

In the period under review our net intake of people to the business was 57% women and 43% men. Overall our headcount increased by slightly over 14% in the period, due to a major restructure in shift patterns. Despite encouraging applications from females in underrepresented teams during this time, the interest was disappointing.

We continue to have a very low staff turnover, so any change in the statistics reported for the period under review, will take time to filter through the business and show up in these statistics. Having said that, we strive to recognise all our staff for their individual talents and skills and promote these throughout our business. We are already seeing an increase in women working in some of our traditionally male dominated areas, notably warehousing which saw an increase of 66% from the year before.

INITIATIVES AND PLANS

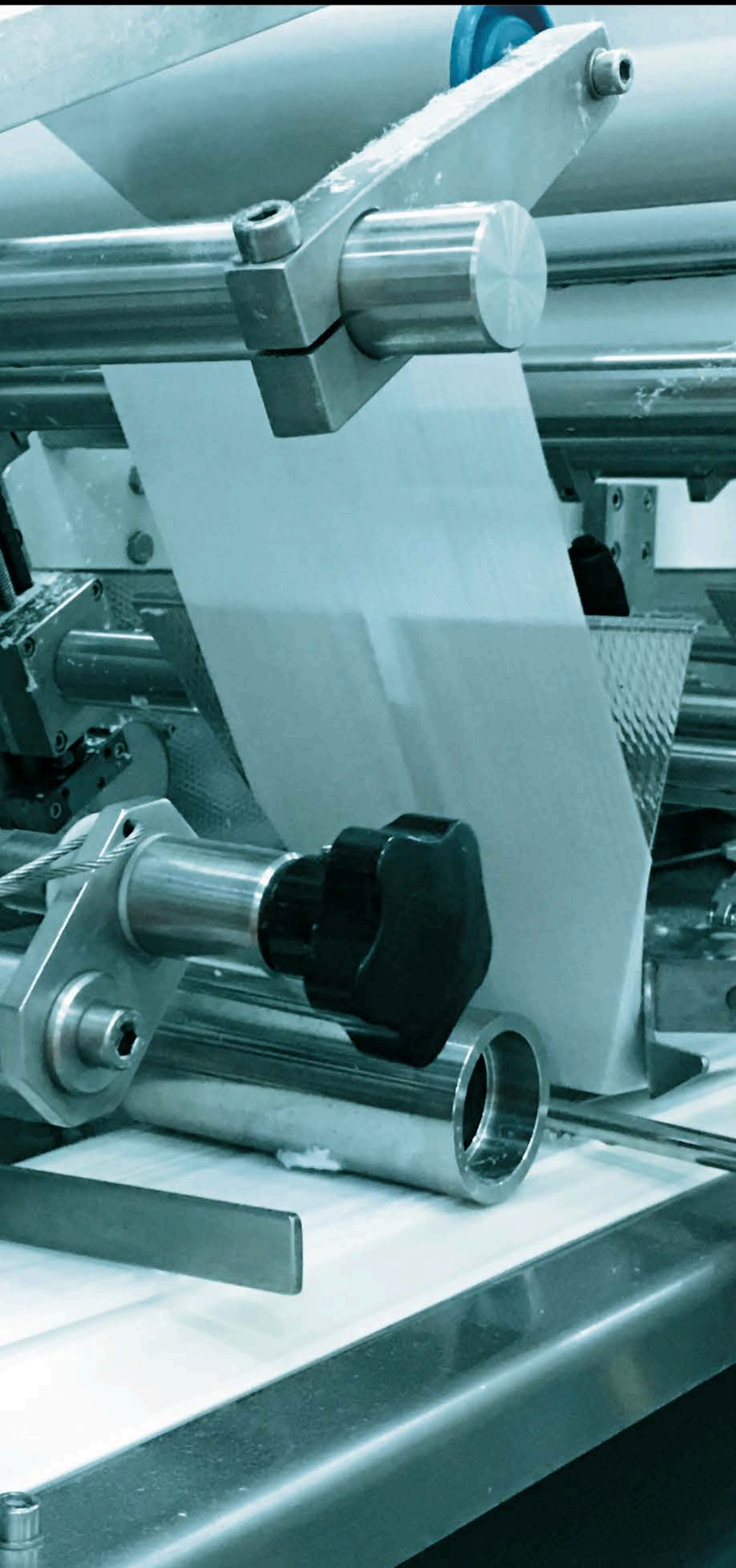
We plan to monitor our performance and make sure that opportunities in our business continue to be given based on merit and not influenced by any protected characteristics as defined under law.

We continue to offer flexible working patterns where possible as well as job share schemes, where this fits with the job requirements. We remain committed to exploring opportunities in other areas of the business.

Focused development reviews will be cascaded to a wider group to ensure that all of our team have opportunities to progress and we will use this data to drive career development plans.

We continue to work with local schools to showcase manufacturing as a potential career for both sexes and have held a number of events with the Opening Doors to Business initiative run by North Worcestershire Economic Development and Regeneration.





Rockline Industries was founded in 1976 and is headquartered in Sheboygan, Wisconsin. It is one of the world's largest manufacturers of coffee filters and consumer, health care, industrial and institutional wet wipes. A family-owned company, Rockline has repeatedly created first-to-market product design solutions for the wet wipe consumer, and continues to provide innovative products to the nonwovens industry. Rockline employs nearly 2,500 people worldwide and has manufacturing facilities in Wisconsin, Arkansas, New Jersey, Tennessee, England and South China.

For more information on Rockline Industries, visit www.rockline.co.uk

