

Gender Pay Gap Report 2021/22

In accordance with HMRC regulations we are posting our Gender Pay Gap Report. This data has been taken from 5 April 2021.

Innovia Films Ltd's Gender Pay Gap Reporting

Innovia Films Ltd manufactures and distributes polypropylene film to over 80 countries and has around 500 employees at its Wigton site. In determining reward for our employees, a number of factors are considered, including the general economic climate, company performance, and the external market for the variety of roles that we offer. Our reward systems aim to recognise the accomplishments and commitment of our people. Their performance over and above the required standard is recognised through our company-wide bonus system, with individual bonuses being determined at departmental and company level. Innovia continues to promote a series of activities to support a diverse and inclusive workforce irrespective of gender. Our strategy in this area is to promote the recruitment of female employees and support women to develop their careers within Innovia.

The gender pay gap shows the difference in total average earnings between women and men. It looks at all jobs at all levels across the entire company. It is important to remember that this is not a measure of equal pay. Unequal pay for men and women doing the same job has been illegal in the UK for over 50 years. Our gender pay gap is driven by the fact that, across our business, a higher proportion of male colleagues continue to occupy more senior positions than female colleagues, particularly in the manufacturing areas. Within the manufacturing sector this is also reflected. Both our average gender pay gap and our median gender pay gap have reduced slightly between April 2020 and April 2021.

We continue to be committed to redress the gender balance within senior management positions and this is evidenced elsewhere in the business where we continue to have a higher number of females in Sales, Supply Chain, Finance and HR.

Our mean gap as at 5th April 2021 (the difference between the average earnings of males and females) is 14.8%. Our median (or midpoint) gender pay gap is 16%. Unfortunately, there continues to be a national shortage of females in engineering with only around 14.5% (The Women's Engineering Society, 2022) of engineering professionals in the UK being women which makes attracting female engineers very difficult. In 2021 we did recruit a female mechanical engineer and are sponsoring a female mechanical project engineer at university.

Our mean bonus gender pay gap for the same period has reduced from 23.8% to 9.5% and our median bonus pay gap has increased from nil to 23.4%. The reason for the change in both measures is principally due to the replacement of a flat rate bonus (pro rata for part-time) with a bonus as a proportion of pay to most employees during the period.

Progression of females into higher paid roles continues to be the key reason for the gender pay gap. The under-representation of women, particularly in manufacturing roles, is driven by a number of factors including, historically, the amount of manual handling involved in our process and we continue to address this with considerable investment in new automated machinery. We encourage applications from females for these areas and currently 80% of our science apprentices are female. We also continue with our endeavours, such as widely promoting 'Science in Industry' weeks, to overcome the legacy of a shortage of women with the skill requirement for these roles with proportionately low numbers of females studying STEM (science, technology, engineering and mathematics) subjects at school and university.

Debbie Hewison
Director of Finance, HR & IT