

Creating the future together

EveryOne

for Inclusion, Diversity and Equality



 **Smurfit
Kappa**



Smurfit Kappa Ireland Gender Pay Gap Report 2022

www.smurfitkappa.com

Smurfit Kappa is a truly inclusive and diverse organisation. The Smurfit Kappa family includes 48,000 colleagues across more than 350 sites in 36 countries. As a global multinational business, we appreciate and value this diversity of people who bring new experiences, ideas, perspectives, and differences, which enables our organisation to grow and innovate for our future.

As a global multinational business, operating an “**EveryOne**” Inclusion, Diversity and Equality (ID&E) programme is a key focus for us.

Our “**EveryOne**” programme aims to create an even more diverse and inclusive workplace for all our employees and enables our ambition to build a highly inclusive workplace for all.

In 2021, we demonstrated our commitment to promoting a diverse and inclusive workplace through fully embedding our ID&E strategy and goals within our Group sustainability strategy – Better Planet 2050. We are fully supportive of measures for businesses that have important diversity and inclusion objectives at heart.

What is the Gender Pay Gap?

The gender pay gap is a snapshot of the difference between the average (mean) hourly remuneration of **all** females compared to **all** males, irrespective of their role or level in the organisation, expressed as a percentage of average male remuneration. Separately we assess the difference between the midpoint (median) of all females compared to all males, expressed as a percentage of median male remuneration.

While the terms are often used interchangeably, it is important to clearly differentiate between Equal Pay and Gender Pay Gap.

Equal pay is a legislative requirement and means that men and women performing the same or similar role must be paid equally.

Gender Pay Gap is the difference between the average pay for all men versus all women irrespective of their role or seniority.

Like many other companies in our industry our gap is impacted by having fewer female than male colleagues in our business. Smurfit Kappa operates in the packaging industry, which has a long history of underrepresentation of women. In Ireland, our collective 552 employees work across multiple businesses, (all with less than 250 employees) 153 are female and 399 are male giving a total 28%:72% ratio.

Smurfit Kappa is pleased to present its inaugural Gender Pay Gap Report, on a voluntary basis, in accordance with the Gender Pay Information Act 2021. For this report, the snapshot date was 30 June 2022.

Difference between males and females	Mean (average)	Median (middle)
Pay gap	1.6%	-12.8%
Bonus gap	-1.6%	-171.8%

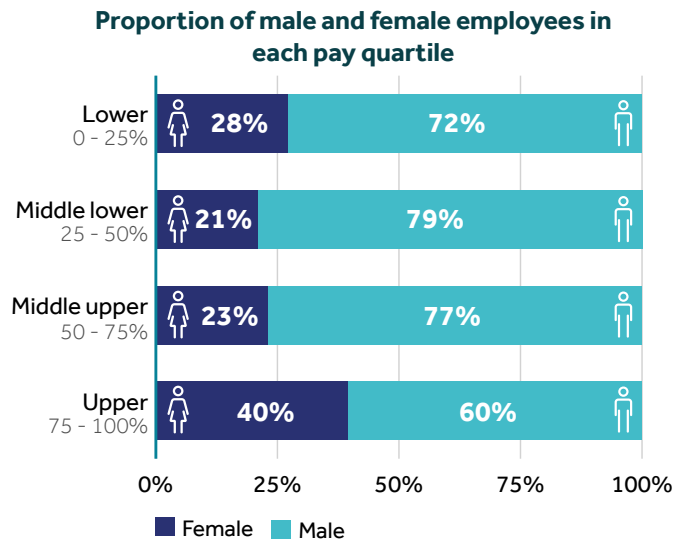
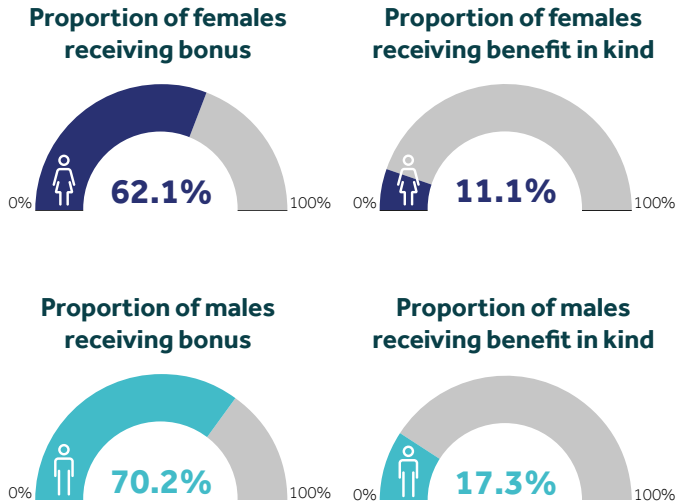
This means that the mean (average) pay of men in Smurfit Kappa Ireland is higher than the mean (average) pay of women by 1.6%.

Our mean pay gap of 1.6% is expected to compare favourably within the wider marketplace. We understand and welcome that this is a positive indicator.

We also report that we have a negative median (midpoint) Gender Pay Gap of -12.8%, which means the median pay of women is higher than the median pay of men. The median pay gap of -12.8% reflects that the median female (the middle-paid female) has an office based role, which is different to the median male role, which is more operational in nature.



The bonus gap favours women in Smurfit Kappa Ireland. This is attributable to more females in executive and management roles that are eligible for an annual management bonus, and a larger proportion of males in operative roles that are eligible for local and service-related bonuses.



Note: For part-time employees the mean gender pay gap is 34.1% (median 19.0%), while for temporary employees the mean gender pay gap is 13.7% (median 16.6%)

With our ambitious plans for ID&E in Smurfit Kappa at the forefront of our minds, we have been on an accelerated journey to champion and promote inclusion and diversity.

Key highlights and focus areas:

- + Formation of a Group Executive Council for ID&E, and the appointment of a Group Executive Sponsor for Gender Diversity.
- + Celebration of key diverse communities from Gender, LGBTQ+, Race & Ethnicity, Disability and Age.
- + Launched Smurfit Kappa's new RISE programme, which is a unique programme to develop and empower females in the workplace, which we launched on International Women's Day 2022.
- + Increased the numbers of female participation in all our Global Learning Academy programmes.
- + We continue to review our approach to rewards and recognition to empower all employees. We ensure we have competitive, fair, and equitable compensation and benefits in place that attracts and retains key talent. In doing this, we also ensure we offer equal pay and opportunities for all genders.
- + Continued our work with our strategic ID&E partners, such as The Valuable 500 and the Employers Network for Equality and Inclusion and the 30% Club.
- + Finally, we are making progress on our journey to increase representation of women at Board level, within our senior leadership executive committee teams, and at management levels.

We are committed to being a globally admired company and a great place to work for top talent. We are also committed to driving inclusion and diversity and striving to create a truly diverse workforce.

Tony Smurfit
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Smurfit Kappa Group

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