

## Smurfit Kappa UK Ltd Gender Pay Report 2022

- ❖ Women's hourly rate is 9.3% lower (mean) and 14.5% lower (median)
  - ❖ Top salary quartile has 84.2% men and 15.7% women
  - ❖ Upper middle salary quartile has 91.9% men and 8.1% women
  - ❖ Lower middle salary quartile has 85.5% men and 14.5% women
  - ❖ Lower salary quartile has 69.9% men and 30.1% women
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- ❖ Women's bonus pay is 29.3% lower (mean) and 124.3% higher (median)
  - ❖ 42.5% of men and 41.7% of women received bonus pay

Pay data is based on a snapshot date of 5<sup>th</sup> April 2022 and bonus data based on the preceding 12 months.

I confirm that the data included in this report is accurate.

Sharon Rosher  
HR Director