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

- 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 5th 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