




**Smurfit Westrock**  
**Smurfit Kappa UK Ltd**  
**Gender Pay Gap Report 2024**

# Smurfit Kappa UK Ltd Gender Pay Report 2024

Smurfit Kappa UK Limited, as part of the Smurfit Westrock Group, is an inclusive and diverse organisation. We appreciate and value the diversity of our people who bring new experiences, ideas, perspectives, and differences. This diversity enables our organisation to grow and innovate for our future.

Smurfit Kappa UK Limited is pleased to present its 2024 Gender Pay Gap Report, in accordance with the Gender Pay Information Act 2021. For this report, the snapshot date was 5<sup>th</sup> April 2024 and bonus data is based on the preceding 12 months.



**Sharon Rosher - UK HR Director**

## Our journey – 2024

We have extended our RISE initiative which is a dedicated female development program aimed at providing unique support to the growth of our female colleagues. The program is designed to empower women by enhancing their confidence, equipping them with the skills to navigate workplace challenges, and fostering the belief in their own abilities.

At Smurfit Westrock, we are committed to leading the way in encouraging women to pursue careers within our industry and enjoy the benefits of a more diverse and inclusive organisation.

In 2024, the UKI Corrugated division hosted a regional RISE Programme in conjunction with the Irish Management Institute (IMI) for 31 female colleagues representing a broad range of functional roles and geographical locations.

### Program Offerings:

- Tools and frameworks to build confidence and strengthen self-belief.
- Techniques to address and manage common workplace challenges effectively.
- Insights and shared experiences from both male and female leaders within the organisation.
- Access to a peer network of women who are growing and succeeding in their respective roles across the Smurfit Westrock Group.

### Leadership Involvement:

Senior Leaders, Line Managers, and Mentors play a crucial role in fostering participant development. They gain a deeper understanding of the unique challenges women face in the workplace, enabling them to drive positive change and create a more supportive environment.

### 2024 RISE Program Outcomes:

- Participants are dedicating more time to reflecting on their career goals and feel confident in their ability to achieve them at Smurfit Westrock.
- Increased confidence and assertiveness in speaking up and influencing others in the workplace.

- Established a network of female colleagues who offer support and guidance in navigating professional challenges.

The positive feedback from this initiative has led to plans for additional programs in 2025 and 2026.

## What is the Gender Pay Gap?

The gender pay gap is 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.

Gender Pay Gap does not compare employees on the basis of their roles, job titles, length of service or experience. Instead, it looks at total remuneration and expresses any difference in remuneration between genders as a percentage.

Difference between males and females	Mean (average)	Median (middle)
Pay gap	4.8%	14.38%
Bonus gap	-2.84%	6.1%

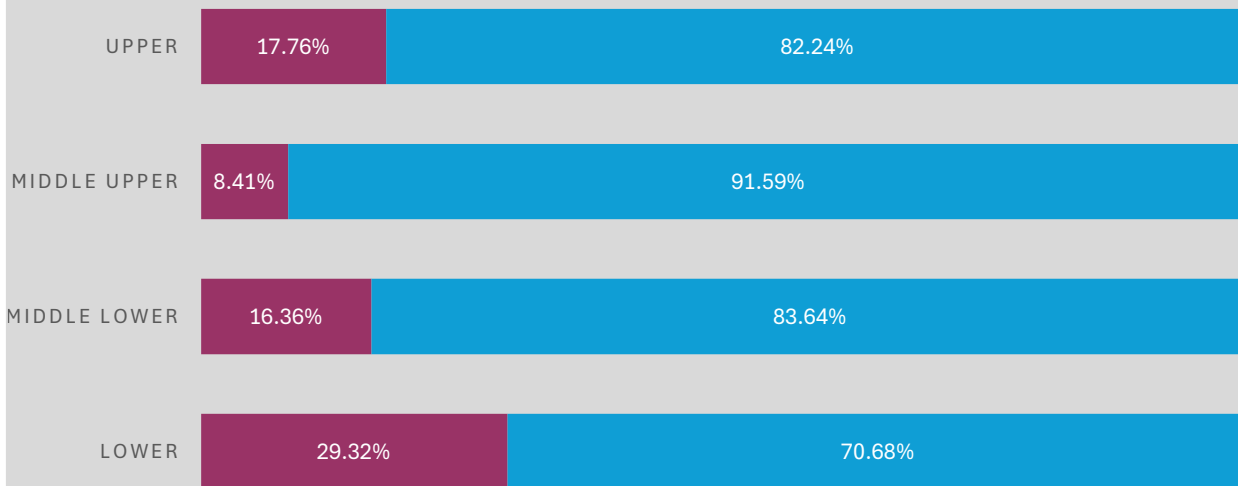
The data shows a mean Gender Pay Gap of plus 4.8% which means that the **mean total pay of men is higher than the mean total pay of women by 4.8% in Smurfit Kappa UK Limited.**

We also note that we have a median Gender Pay Gap of plus 14.38% which means that the **median pay of men is higher than median pay of women by 14.38% in Smurfit Kappa UK Limited.**

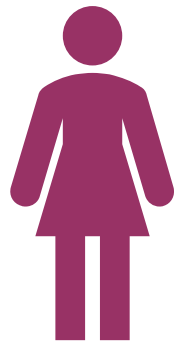


## PROPORTION OF MALES & FEMALES IN EACH QUARTILE

Female Male



### Proportion of females receiving bonus



47.39%

### Proportion of males receiving bonus



43.78%

Note: Smurfit Kappa Group merged with the WestRock Company on 5 July 2024, and each entity subject to mandatory gender pay gap reporting will report separately for 2024.