

Smurfit Kappa UK Ltd Gender Pay Report 2018

- Women's hourly rate is 11.5% lower (mean) and 14.1% lower (median).
- Top salary quartile has 87.1% men and 12.9% women
- Upper middle salary quartile has 90.7% men and 9.3% women
- Lower middle salary quartile has 84.7% men and 15.3% women
- Lower salary quartile has 75.2% men and 24.8% women
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- Women's bonus pay is 36.2% lower (mean) and 1.8% higher (median)
- 30.5% of men and 39.3% of women received bonus pay

Pay data is based on a snapshot date of 5th April 2018 and bonus data based on the preceding 12 months.

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



Trudy Rush

HR Director