

# Gender Pay Gap Report

Snapshot date 5 April 2021

## Gender Pay Gap Data

Mean Gender Pay Gap	11.8%
Median Gender Pay Gap	-3.4%
Mean Bonus Pay Gap	68.4%
Median Bonus Pay Gap	0%
% Male employees who received a bonus	85.9%
% Female employees who received a bonus	97.2%

## Quartiles

	Male	Female
Upper	89.2%	10.8%
Upper Middle	86.6%	13.4%
Lower Middle	86.4%	13.6%
Lower	92.5%	7.5%

This report relates to Accrol Papers Ltd only. Other subsidiaries of the Accrol Group (Leicester Tissue Company Ltd and John Dale Ltd) will be reported on from 2023 on a voluntary basis.

This statement is accurate in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gareth Jenkins  
CEO

