

DEVRO

Devro (Scotland) Ltd Gender Pay Gap

2024/2025

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1 Introduction

What is the Gender Pay Gap?

The Gender Pay Gap shows the difference between the average (mean or median) earnings of men and women across all roles at an organisation.

As of April 2017, all companies with 250 or more employees are now required to publish their Gender Pay Gap under government legislation.

Private companies have to report on the pay gap using data taken on 5th April each year. The report must then be provided by 4th April the following year.

How do we measure the Gender Pay Gap?

Employers must publish the gap in pay between women and men in the following ways:

- On a mean basis (average hourly salary)
- On a median basis (pay per hour based on the person 'in the middle' of the distribution of pay)
- By pay quartile (grouping staff into four groups based on pay, and showing the proportion of men and women in each group)
- Bonuses (percentages of staff receiving bonuses by gender and the gender gap on them)

What do positive and negative figures mean?

A positive percentage shows that women have lower pay or bonuses than men.

A negative percentage shows that men have lower pay or bonuses than women.

A zero percentage shows that there is equal pay or bonuses between men and women.



Devro (Scotland) Ltd's overall gender pay gap on **5 April 2024** by mean (average) was **6.2%** and by median average **2.7%** in favour of men.

This represents the difference between the average salaries of women and men across our total workforce.

2 The Average Pay Gap at Devro (Scotland) Ltd



Devro (Scotland) Ltd's **median** gender pay gap in April 2024 is **6.85% lower** than the national average.

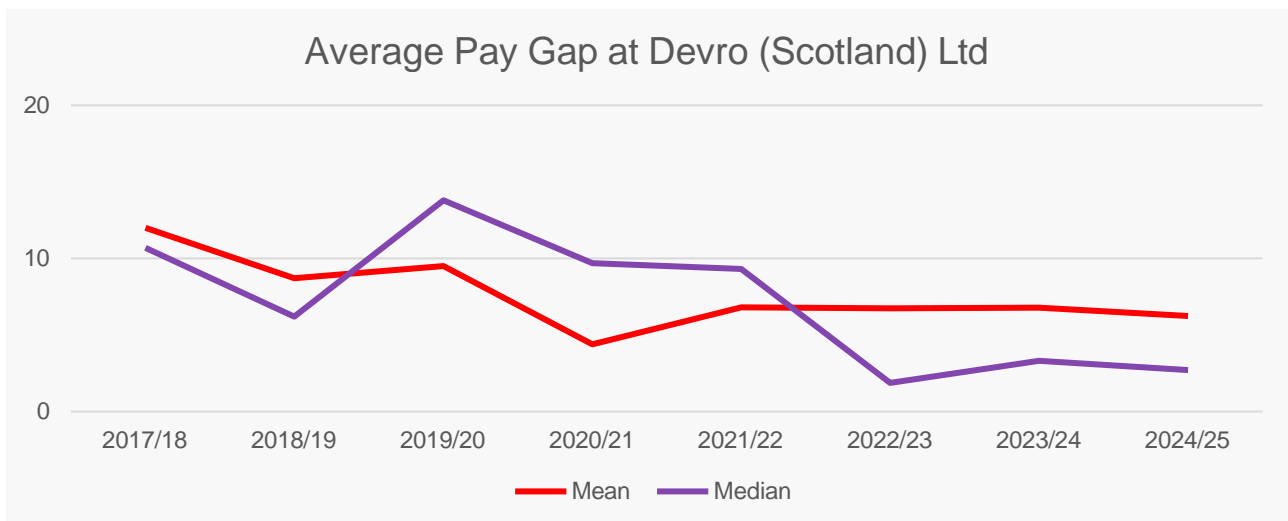
(Source – Office of National Statistics)

6.2%

Mean Average Pay Gap

2.7%

Median Average Pay Gap.



What has changed since 2023?

Our mean and median gender pay gap figures reduced in 2024. Our mean (average) pay gap reduced from 6.8% in 2023 to 6.2% in 2024, and our median (middle) gender pay gap reduced from 3.3% in 2023 to 2.7% in 2024.

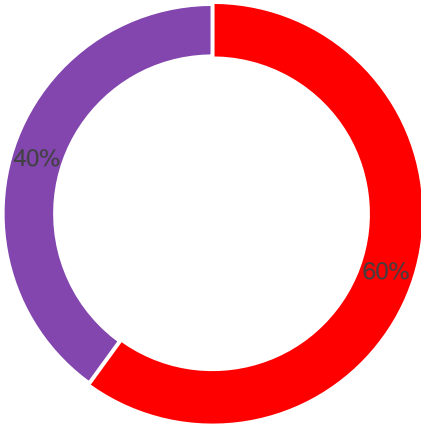
3 Pay quartiles at Devro (Scotland) Ltd



On 5 April 2024 we employed **251 males** and **84 females**.

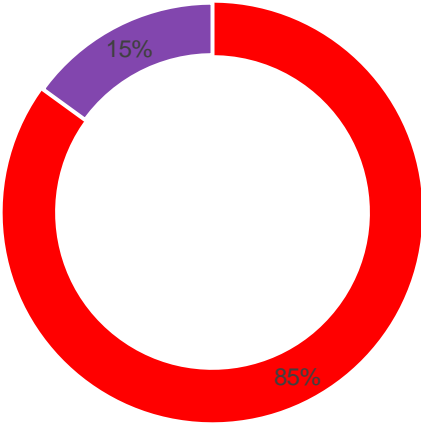
This makes Devro (Scotland) Ltd a **75% male** organisation.

Lower Pay Quartile



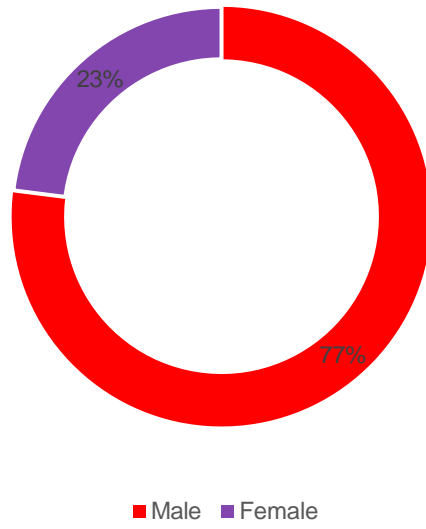
Male Female

Lower Middle Pay Quartile

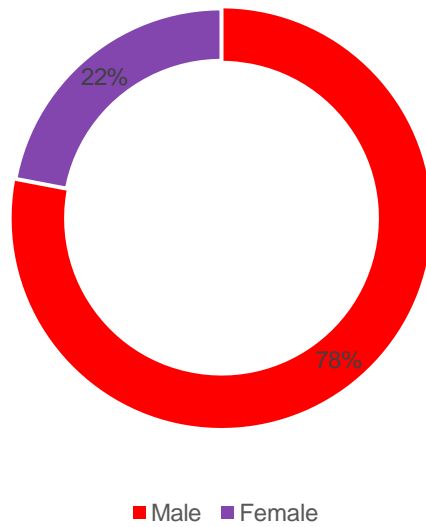


Male Female

Upper Middle Pay Quartile



Upper Pay Quartile



4 Bonus Payments



In 2024 97% of our **male employees** received a bonus and 83% of our **female employees** received a bonus.

11.7%

Mean Bonus Pay Gap

40%

Median Bonus Pay Gap.

What does the data tell us?

Women's median bonus pay was 40.0% lower than men's – this means they earned £0.60 for every £1 of bonus that men earn when comparing median bonus pay.

Women's mean (average) bonus pay was 11.7% lower than men's.

Eligibility for payment of bonus is dependent on start date with the organisation. As we had several new female employees join the organisation, they were not eligible for bonus payment within the reporting snapshot.

Most females who work in Devro (Scotland) Ltd work in office support functions which means that they are entitled to a discretionary bonus linked to business performance. The majority of those who work in the direct workforce receive a bonus that is guaranteed, fixed and not based on performance. The median male employee is a production worker, whereas the median female employee is an office support worker. Last year, a smaller group performance bonus was paid which has affected our mean and median bonus gap for this year.

5 Analysis and conclusion

We are pleased to see a decrease in both our mean and median pay gaps in the last year.

We're confident that we pay everyone fairly for doing like-for-like work. Our grading frameworks and pay guidelines are applied consistently at all stages of the employee lifecycle to ensure that pay is set fairly for those doing similar roles.

Consistent with other UK manufacturing businesses with continuous operations shift patterns, Devro (Scotland) Ltd is a majority male organisation, however, in the last year we have seen an increase in the number of females employed in our business. Additionally, 40% of the senior leadership team at our Scottish manufacturing site are female.

Improving inclusion

Devro is committed to treating people in a fair and inclusive manner and reflects this within its "People" and "Business Conduct" policies.

We measure our employee's engagement and experience at Devro globally through our Tell Dev opinion survey with our last survey taking place in 2024.

Of the females, who completed the survey from Devro (Scotland) Ltd:

- 94% felt valued and recognised for the work they do
- 94% feel that at Devro, everyone can succeed to their full potential no matter who they are (all genders, race, cultural background)
- 81% feel that Devro is committed to providing equality of opportunity for all
- 81% feel they are paid fairly for the work that they do

Improving wellbeing

Wellbeing is about feeling good, being healthy, happy and comfortable, both physically and mentally. At Devro (Scotland) Ltd we have a dedicated Wellbeing Team who focus on making Devro a great place to work where our employees' wellbeing is supported to help them thrive both at work and at home.

We continue to promote our Employee Assistance Programme to give our employees access to resources and tools to support their mental, physical, financial and social wellbeing including access to confidential, professional counselling if needed.

We will next report on the Gender Pay Gap in 2026 using data from April 2025.

Declaration

The information set out in this report, as required under the Regulations, is accurate.

Signatory - TBC

For and behalf of Devro (Scotland) Ltd



Contacts

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