

Gender Pay Gap Report

Schawk UK Ltd. (T/A SGK)

2024



Foreword

When it comes to gender equality, SGK is committed to ensure there is a level playing field in which everyone has equal access to opportunities to support and develop their progression.

At SGK, we believe what makes us different is what makes us great, and we see diversity and inclusion as a priority to be considered in every aspect of our business. We are committed to building a culture where employees of all backgrounds, genders, identities, and experiences have a voice; have a sense of belonging and are encouraged to succeed.

Our people are at the centre of everything we do and are integral to driving the business forward. We want our people to have a positive impact on our clients, customers, and the local communities in which we work.

We are committed to enabling honest conversations with all our people, regardless of gender or role within the business, allowing us to understand where we can enhance our offering to all our employees.

This report highlights the successes we have had in ensuring we have a balanced and diverse workforce.



Sarah Stewart
HR Director, EMEA



What is Gender Pay Gap?

The gender pay gap shows the difference of the average hourly rate of pay between women and men in an organisation, expressed as a percentage of the average male earnings. This is different to equal pay, which means men and woman in the same employment who perform equal work must receive equal pay, as set out in the Equality Act 2010 and is a legal requirement

SGK is an equal pay employer and are act in line with equal pay legislation. Additionally, we are committed to tackling and eliminating our gender pay gap.

For the purpose of this report, we have used the terms 'gender', 'men', 'male', 'female' and 'women', although we understand that for some people, this will be referring to their biological sex. However, at SGK we appreciate that sex is more complex, and we have employees who identify in a different way, for example non-binary. We are also aware that some people's gender identity does not align with the sex they were assigned at birth.



PAY

Is employee's basic salary and does not include overtime, additional allowances, redundancy or termination of employment payments.

BONUS

Is any additional payment made based on performance of the individual or the organisation.

MEDIAN

Shows the percentage difference between the hourly pay of the 'middle' female or male, if all were assembled in a row according to salary.

MEAN

Shows the percentage difference between the average hourly earnings for men and women.

PAY QUANTILES

Shows male and females across four bands that are calculated by listing the rates of pay for all employees from lowest to highest, before splitting these into four equal-sized groups and calculating the percentage of males and females.

Our Data



Gender Pay Gap

From our 2024 reporting, we can see that our overall headcount has reduced by 3%. With this, our percentage of males within the business has decreased from 60.3% in 2023 to 58.23% in 2024.

In this period our pay gap has increased and is still in favour of men. This is partly due to being a male dominated business and more males move into more senior positions within the organisation following a fair and robust recruitment process.

However; when we look at our part time employees, our median pay gap is -85.8% and the mean pay gap is -44.3%. This shows our proactive approach to support females that work part time.



Median Pay Gap
2023/24

6.5%

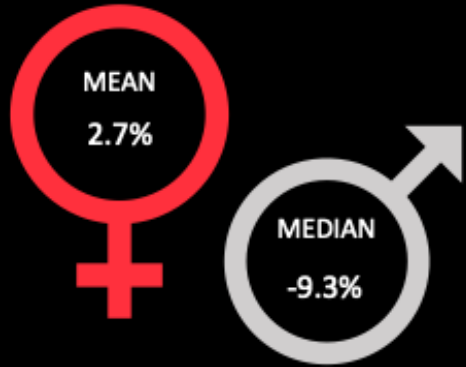
2022/23: 3.8%

Mean Pay Gap
2023/24

7.9%

2022/23: 6.1%

As part of our gender pay gap reporting, we looked at specific roles in the business to understand where we can improve.

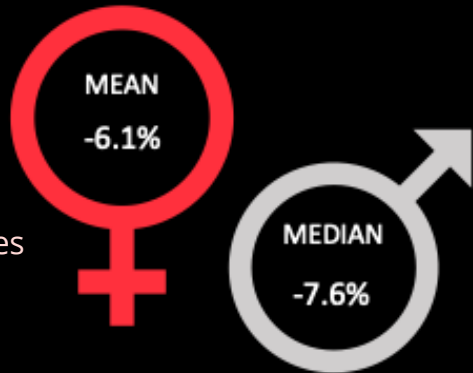


Client Coordinator

Entry level role
Dominated by female employees

Client Director

Mid level role
Near equal split of males and females in role



2023/24	Median Pay Gap	Mean Pay Gap
Leeds	0.00%	0.45%
London	6.25%	3.95%
Manchester	0.00%	-1.47%
Newcastle	0.00%	0.96%
Witham	0.00%	6.92%

When we drilled down into our gender pay gap, we investigated 5 of our key sites; Leeds, London, Manchester, Newcastle and Witham to understand any pay gap. It is extremely positive to see that in 4 of our locations we have parity in the median pay gap. We understand that many of our employees do not have a set location and work onsite and therefore this comparison can be hard to capture.



In the 2023/24 reporting period, 19 employees received a bonus. Of these, the bonus paid out were favorable for males. 3.6% of the male population received a bonus compared to 1.8% of the female population. In 2022/23 only 10 employees received a bonus.

**Median Bonus Gap
2023/24**

-300%

2022/23: -141.7%

**Mean Bonus Gap
2023/24**

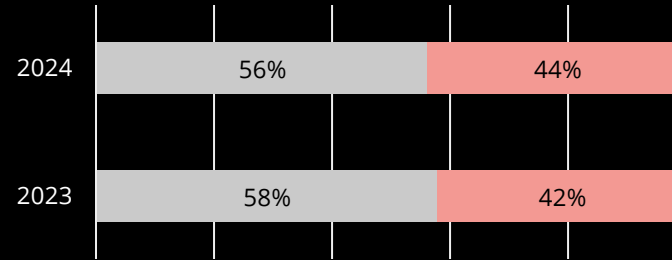
-133%

2022/23: -41.7%

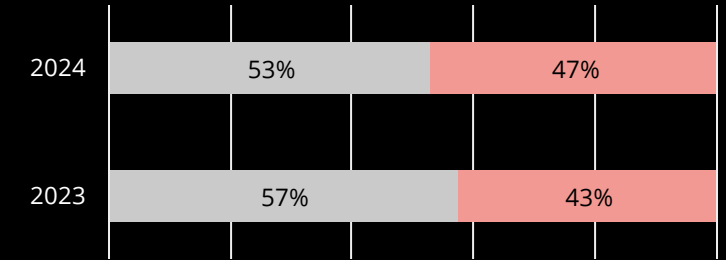
Even though fewer female employees received a bonus, the amounts paid out were much higher than males. This is due to the difference in roles held by males & females.



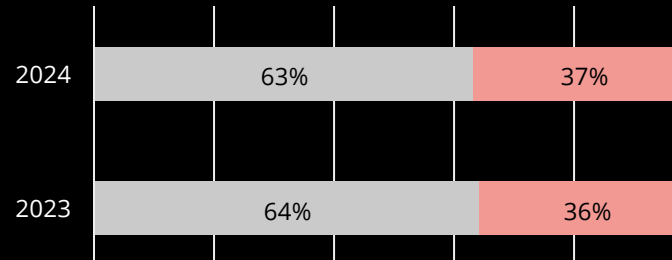
Lower Quartile



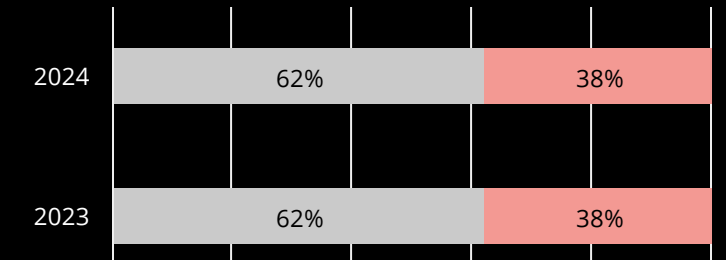
Lower-Mid Quartile



Upper-Mid Quartile



Upper Quartile



■ Male ■ Female

There has been very little movement in the quartiles in 2024. Our male population has decreased by 6.3% since 2023 and our female population has increased by 2.2%

We remain confident that as we look at specific roles within our organisation the pay is comparable and consistent for male and female colleagues.



Our Commitment

As an organisation, we are working to create a more diverse workforce, bringing strong representation of society into the workplace. To support with this, we have a dedicated global D&I council which is a unique community where the diverse talent of our employees is unified by our drive to create together, face challenges together and grow together. In addition to this, we are taking a range of measures to improve recruitment and retention of a diverse workforce, and our support for colleagues with protected characteristics. This includes:

- 1 Making our recruitment process more inclusive by reviewing our policies, practices, and overall approach.
- 2 Onboarding new starters in ways which are sensitive and responsive to disability, ethnicity, gender identity and sexual identity.
- 3 Prioritising opportunities for continuous learning, development and progression on all aspects of equality, diversity and inclusion, for all employees through our talent academy.
- 4 Continue to promote flexible working requests for those returning to work after maternity leave.
- 5 Review any locations where we see a disproportionate ratio of male to female employees to address any imbalance.





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