

**SCA Wood UK Ltd  
2018 Gender Pay  
Gap Report**



# Executive Summary

**0.31%**

mean pay gap

## *Gender Pay Gap Results*

**-9.61%**

median pay gap

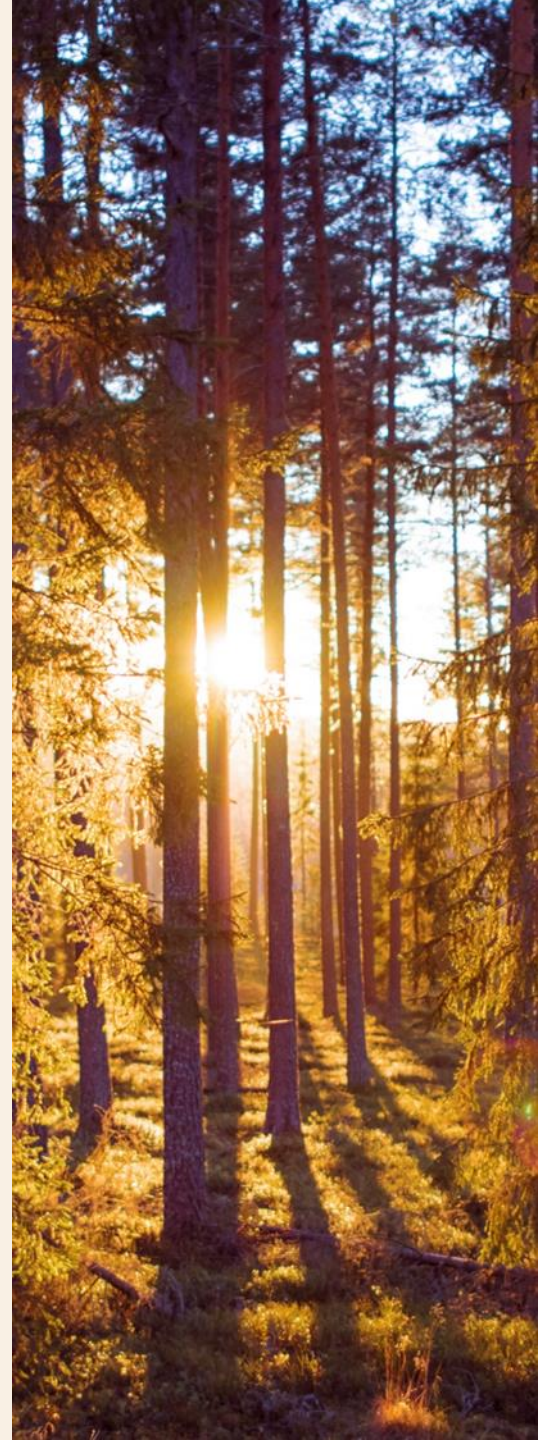
The gender pay gap for our UK business is 0.31%, meaning we pay our female workforce the equivalent of £0.04p per hour less than men. The median calculation is actually 9.61% more than men's pay (£1.04p).

The mean and median gender pay gap can be explained due to the lack of females entering our workforce in our wood processing units and distribution operations; and the majority of our female colleagues working in support, administration and management roles. The wood industry in general does not attract a female market and despite our efforts to promote our brand and change perception, we have continued to struggle to attract female applicants at all levels within the business over the last 12 months.

Our mean and median bonus gap is in favour of women – with female colleagues earning on average, £142 more than their male colleagues (11.12%). As highlighted, this figure is principally driven by a higher proportion of our (small) female workforce working in support, administration and management positions, therefore participating in separate bonus schemes to those in the wood processing and distribution functions.

SCA Wood UK Ltd will continue to strategically focus on attracting women to our business in the longer term in line with our own core values of responsibility, respect and excellence.

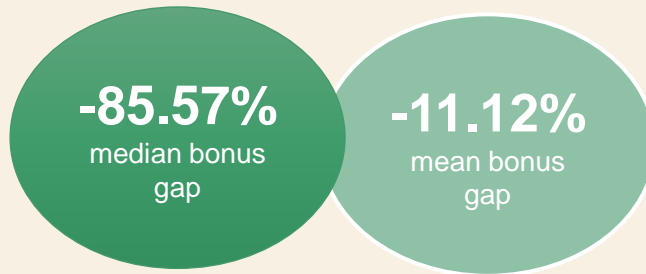
**LYNSEY PACE**  
**HR MANAGER, UK**  
1 April 2019



# Gender bonus gaps

## Mean and median gender bonus gap

The mean bonus gap is the difference in average bonus pay that male and female employees receive. The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women. The results show that women as an average, take home a larger bonus than men and this is due to a high proportion of a female workforce working in administration, support and management roles, who participate in a different bonus scheme to the largely male workforce in the production and warehouse functions.



## Proportion of colleagues awarded a bonus

This shows that the percentage of women awarded a bonus for their performance was slightly lower than the percentage for men. The production and warehouse functions, which are largely made up of males, participate in a monthly performance bonus scheme. The majority of our female workforce participate in a group bonus scheme, payable annually if group targets area achieved.



# Gender split and pay quartiles

The number of females in our business is low – only 34 females were used in the data capture for 2018. The female workforce has marginally increased by 1% from 2017's data capture. The pay quartile chart shows the gender distribution across four quartiles, with a total of 280 colleagues. Over one-third of our females are in the top quartile.

