



GENDER PAY GAP

Report 2018



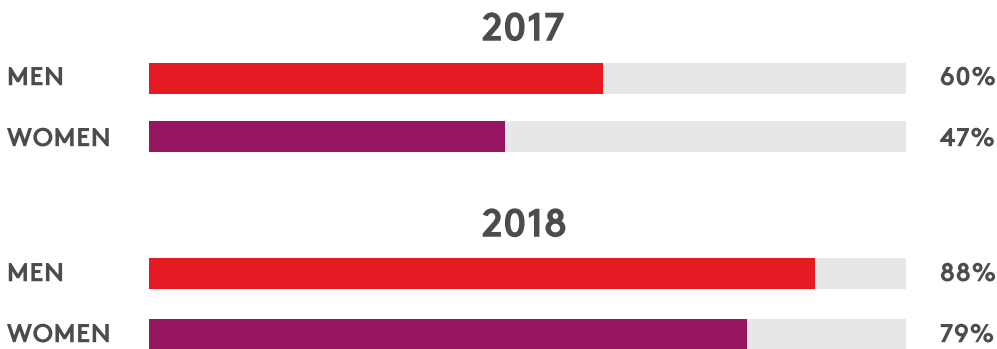
Essentra Components Ltd

Difference Between Males and Females

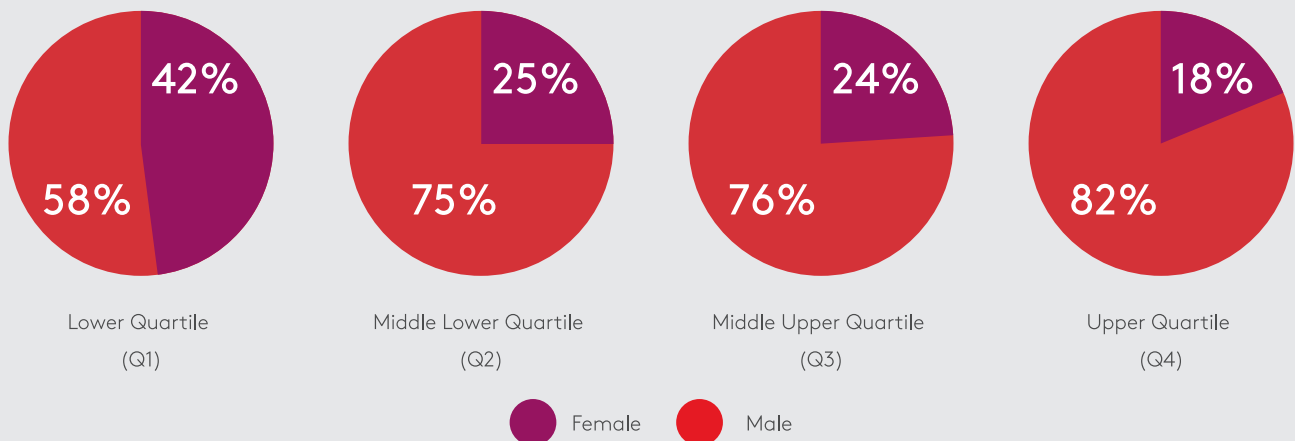
	PAY GAP		BONUS GAP	
	MEAN	MEDIAN	MEAN	MEDIAN
2018	20.8% ▲	15.0% ▲	41.3% ▼	37.7% ▼
2017	17%	13.2%	54.2%	55%

This Indicates That Men’s Pay And Bonuses Are Higher Than Women’s

Proportion of Women and Men Receiving a Bonus



2018 Pay Quartiles Across the Legal Entity’s Employees

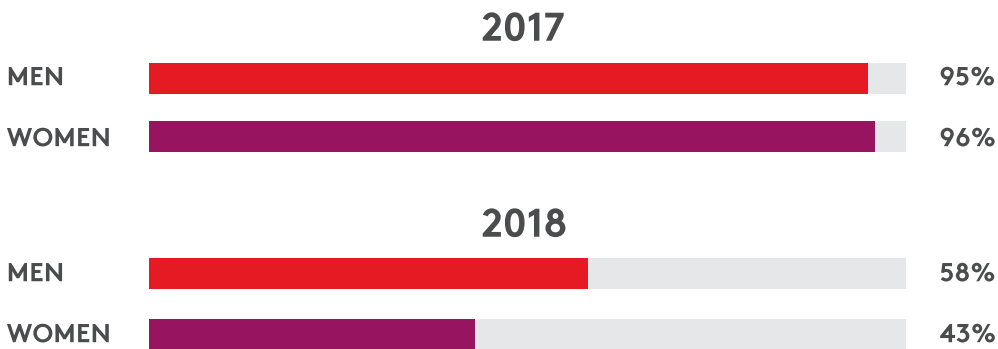


Essentra Packaging

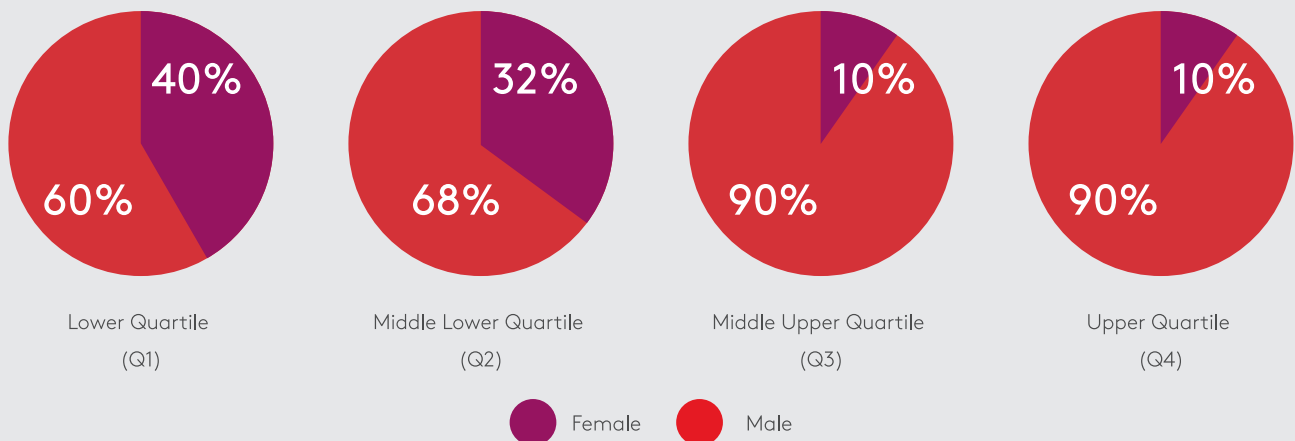
Difference Between Males and Females

	PAY GAP		BONUS GAP	
	MEAN	MEDIAN	MEAN	MEDIAN
2018	10.4% ▼	21.7% ▼	42.0% ▲	0.0% ▲
2017	18.3%	23.5%	-140.7%	-25%

Proportion of Women and Men Receiving a Bonus



2018 Pay Quartiles Across the Legal Entity's Employees

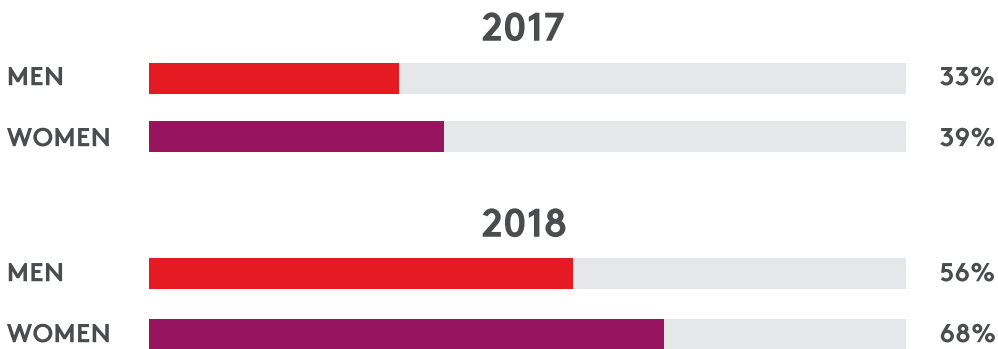


Essentra Packaging & Security

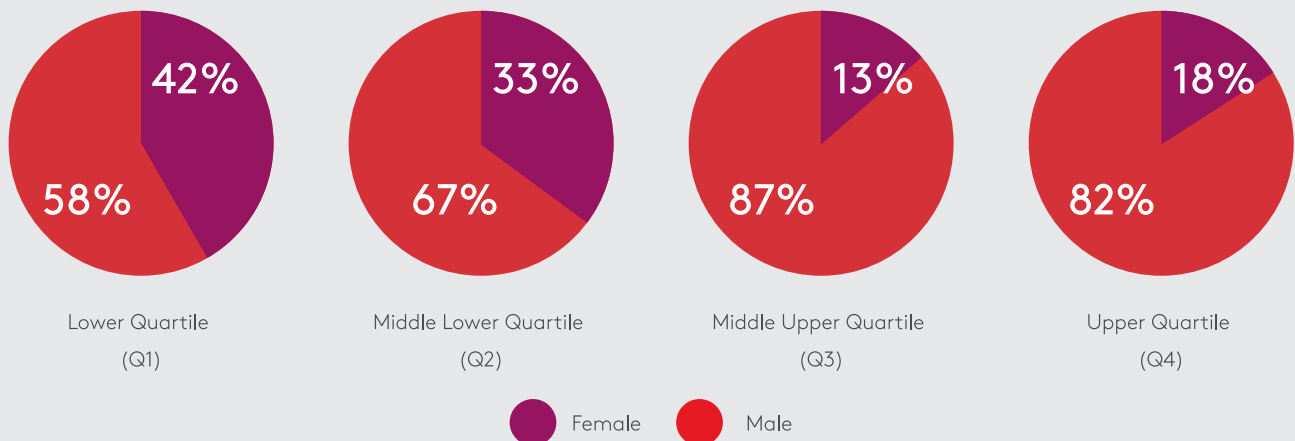
Difference Between Males and Females

	PAY GAP		BONUS GAP	
	MEAN	MEDIAN	MEAN	MEDIAN
2018	14.1% ▲	19.8% ▲	17.8% ▲	-150.0% ▲
2017	8.5%	13.5%	-137.5%	-294%

Proportion of Women and Men Receiving a Bonus



2018 Pay Quartiles Across the Legal Entity's Employees



GENDER PAY GAP REPORT 2018

To provide additional confidence in our reporting, the 2018 Gender Pay Gap disclosures in this report were assured by Deloitte. 2017 Gender pay gap figures shown in this report are a restatement of our data published in April 2018.



Independent assurance statement by Deloitte LLP to Essentra plc regarding the 2018 Gender Pay Gap disclosures

What we looked at: scope of our work

Essentra plc ('Essentra') engaged us to provide limited assurance over the six mandatory Gender Pay Gap ("GPG") disclosures ("the subject matter") as required by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 ("the Regulations") for the reporting period ending 5 April 2018. Our assurance procedures covered each of three legal entities of Essentra within scope of the Regulations (Essentra Components Ltd, Essentra Packaging Ltd and Essentra Packaging and Security Ltd). The assured indicators and entities are outlined in detail within Appendix 1, and comprise:

KPI	SCOPE
Mean gender pay gap (%)	Essentra Components Ltd
Median gender pay gap (%)	
Mean gender bonus gap (%)	Essentra Packaging Ltd
Proportion of men and women receiving a bonus payment (%)	Essentra Packaging & Security Ltd
Proportion of men and women in each pay quartile of the organisation (%)	

What we found: our assurance opinion

Based on the scope of our work and the assurance procedures we performed, nothing has come to our attention that causes us to believe that the subject matter, as listed in the table above, is not prepared, in all material respects, in accordance with the applicable criteria.

What standards we used: basis of our work and level of assurance

We carried out limited assurance on the selected indicators in accordance with the International Standard on Assurance Engagements 3000 (Revised) (ISAE 3000 (Revised)). To achieve limited assurance ISAE 3000 (Revised) requires that we review the processes, systems and competencies used to compile the areas on which we provide assurance. This is designed to give a similar level of assurance to that obtained in the review of interim financial information. It does not include detailed testing of source data or the operating effectiveness of processes and internal controls. This provides less assurance and is substantially less in scope than a reasonable assurance engagement.

What we did: our key assurance procedures

To form our conclusions, we undertook the following procedures:

- Interviewed management at Essentra, including personnel with operational responsibility for performance in the areas we are reporting on;
- Reviewed and evaluated the approach for measurement, calculation and reporting of each disclosure as set out in the reporting criteria at: <http://www.legislation.gov.uk/ukdsi/2017/9780111152010>;
- Understood, analysed and tested on a sample basis the key structures, systems, processes, procedures, and controls relating to the aggregation, validation, and reporting of the mandatory GPG indicators set out above; and
- Reviewed the content of the draft disclosure against the findings of our work and made recommendations for improvement where necessary.

The levels of assurance engagement are defined in ISAE 3000 (Revised). A reasonable level of assurance is similar to the audit of financial statements; a limited level of assurance is similar to the review of a half year financial report.

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Deloitte.

Limitations

In relation to our work performed on the subject matter, we note that our scope of work did not include examinations of the underlying data systems, or the accuracy of the underlying data in systems operated by Essentra.

Responsibilities of Directors and independent assurance provider
Essentra's responsibilities

The Directors are responsible for the preparation of the subject matter and statements contained within any voluntary narrative disclosure. They are also responsible for establishing and maintaining appropriate performance management and internal control systems from which the reported information is derived and for calculation of the required indicators.

Deloitte's responsibilities, independence and team competencies

Our responsibility is to independently express conclusions on the subject matters as defined within the scope of work above to Essentra in accordance with our letter of engagement. Our work has been undertaken so that we might state to Essentra those matters we are required to state to them in this report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Essentra for our work, for this report, or for the conclusions we have formed.

The maintenance and integrity of Essentra's websites is the responsibility of the Directors; the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to the reported subject matter when presented on Essentra's website.

We complied with Deloitte's independence policies, which address and, in certain cases, exceed the requirements of the International Federation of Accountants' Code of Ethics for Professional Accountants in their role as independent auditors, and in particular preclude us from taking financial, commercial, governance and ownership positions which might affect, or be perceived to affect, our independence and impartiality, and from any involvement in the preparation of the subject matter. The firm applies the International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our team consisted of a combination of Chartered Accountants with professional assurance qualifications and professionals with a combination of responsible business experience, including many years' experience in providing non-financial assurance.

We have confirmed to Essentra that we have maintained our independence and objectivity throughout the year and in particular that there were no events or prohibited services provided which could impair our independence and objectivity.

Deloitte LLP
London, United Kingdom
29 March 2019

Reporting Note

The information published in this report is accurate to the best of our knowledge.
As an additional measure, the figures have been formally assured by Deloitte as noted above.

Richard Galletly
Director of Compensation and Benefits, Essentra PLC