

# 2020 Gender Pay Gap

Reporting Requirement	Essentra Components Ltd				Essentra Packaging Ltd				Essentra Packaging and Security Ltd			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
% of men and women in each hourly pay quarter	61%	83%	72%	78%	49%	74%	89%	88%	61%	84%	77%	69%
	39%	17%	28%	22%	51%	26%	11%	12%	39%	16%	23%	31%
Average hourly gender pay gap	11.9%				11.9%				7.4%			
% of men and women who received bonus pay	92%		93%		90%		47%		28%		43%	
Average gender bonus pay gap	25.7%				-225.1%				30.3%			

Data is reflective of 2019 Bonus pay-out and 2020 salary data

**Key:**

Male

Female