

Smurfit Kappa UK Ltd Gender Pay Report 2021

- Women's hourly rate is 9.9% lower (mean) and 16.5% lower (median).
- Top salary quartile has 85.4% men and 14.6% women
- Upper middle salary quartile has 92.9% men and 7.1% women
- Lower middle salary quartile has 84.5% men and 15.5% women
- Lower salary quartile has 72.3% men and 27.7% women
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- Women's bonus pay is 7.7% higher (mean) and 111.1% higher (median)
- 95.6% of men and 93.4% of women received bonus pay

Pay data is based on a snapshot date of 5th April 2021 and bonus data based on the preceding 12 months.

I confirm that the data included in this report is accurate.



Trudy Rush

HR Director