



# 2023 Gender Pay Gap Report

Accrol Group Holdings PLC



Established over 30 years ago in Lancashire, Accrol is the UK's leading independent tissue converter, producing toilet tissue, kitchen towel, facial tissue, and biodegradable wet wipes.

Accrol Group employs over 400 people with manufacturing sites in Blackburn, Leyland, Leicester, and Flint.

The UK Government's Gender Pay Gap legislation requires companies with more than 250 employees in the UK to disclose their gender pay gap on an annual basis.

Whilst we've reported on Accrol Papers Ltd for some years in line with our statutory responsibilities, this is the first year we're voluntarily reporting on all Accrol Group including subsidiaries (Leicester Tissue Company Ltd and John Dale Ltd).

Accrol Group's overall median gender pay gap in 2023 is -18.0%. The UK's median gender pay gap is 14.9% (Office for National Statistics, ONS, 2023). Accrol's aim is to achieve a gender pay gap of 0%.

Our gender pay gap arises from an unequal distribution of men and women across the organisation. At Accrol women are more likely to occupy senior, upper quartile paying roles compared to lower quartile roles.

The manufacturing industry has historically been dominated by men, with women occupying only 22% of manufacturing roles in the UK (source: ONS, 2023).

We believe that both men and women can excel in manufacturing roles, and we will continue to work towards gender equality in the industry. Our aim is to create a truly inclusive working environment and attract a more diverse workforce.

Accrol has continued to increase female leaders into the business with gender diversity within leadership roles improving to 22% from historical levels of 5.4%. This is through a combination of recruitment and promotion of internal talent.

# Accrol Group Gender Pay Gap

Snapshot date 5th April 2022

<b>Mean gender pay gap</b>	<b>1.6%</b>
<b>Median gender pay gap</b>	<b>-18%</b>
<b>Mean bonus pay gap</b>	<b>84.3%</b>
<b>Median bonus pay gap</b>	<b>25.1%</b>
<b>% of male employees who received a bonus</b>	<b>5.3%</b>
<b>% of female employees who received a bonus</b>	<b>7.5%</b>

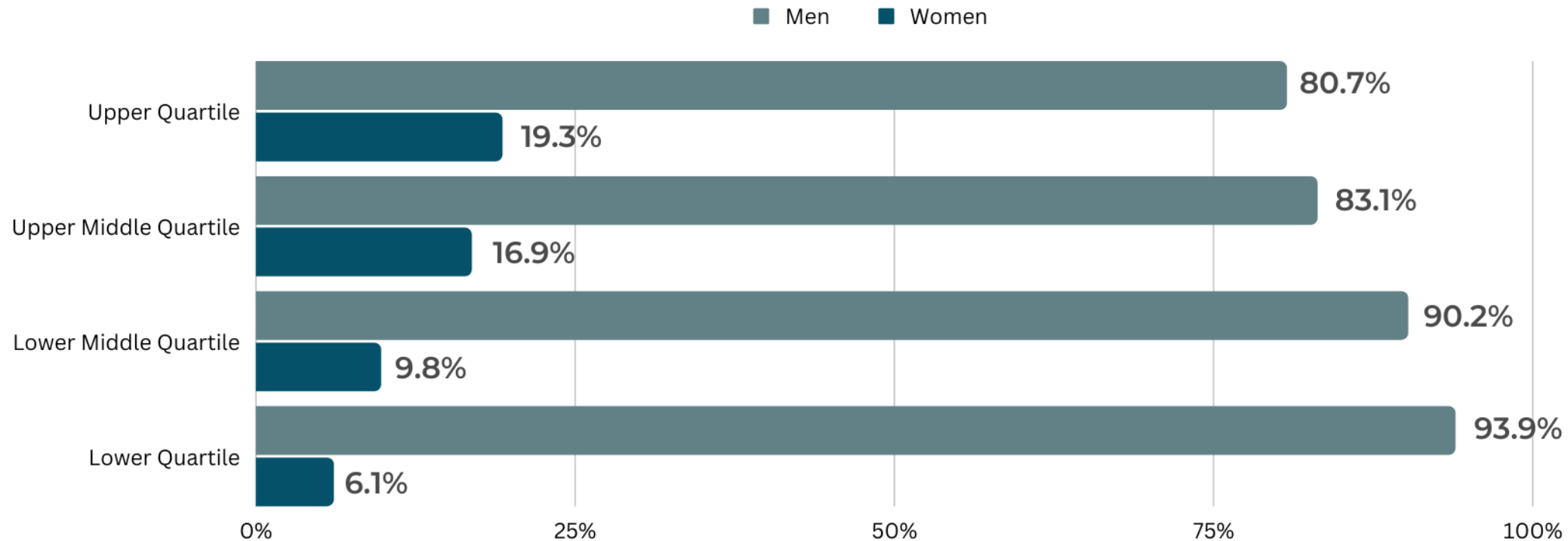
## Understanding the results

A positive percentage indicates that men are paid more than women and a negative percentage indicates that women are paid more than men.

*\*This report relates to all Accrol Group subsidiaries: Accrol Papers Ltd, Leicester Tissue Company Ltd and John Dale Ltd.*

# Accrol Group Gender Pay Quartiles

Snapshot date 5th April 2022



- The quartile split shows that women are under-represented in the Accrol Group which is an industry wide issue.
- The Office for National Statistics reports that only 22% of those employed in manufacturing are female, which equates to approximately 1 in 5 employees in the industry.
- We have a higher percentage of women in upper paying quartiles roles than our lower paying quartiles roles.
- It's important to note that we have a skills based pay-grading system in place to ensure that men and women receive equal pay for the same or similar jobs.

*\*This report relates to all Accrol Group subsidiaries: Accrol Papers Ltd, Leicester Tissue Company Ltd and John Dale Ltd.*

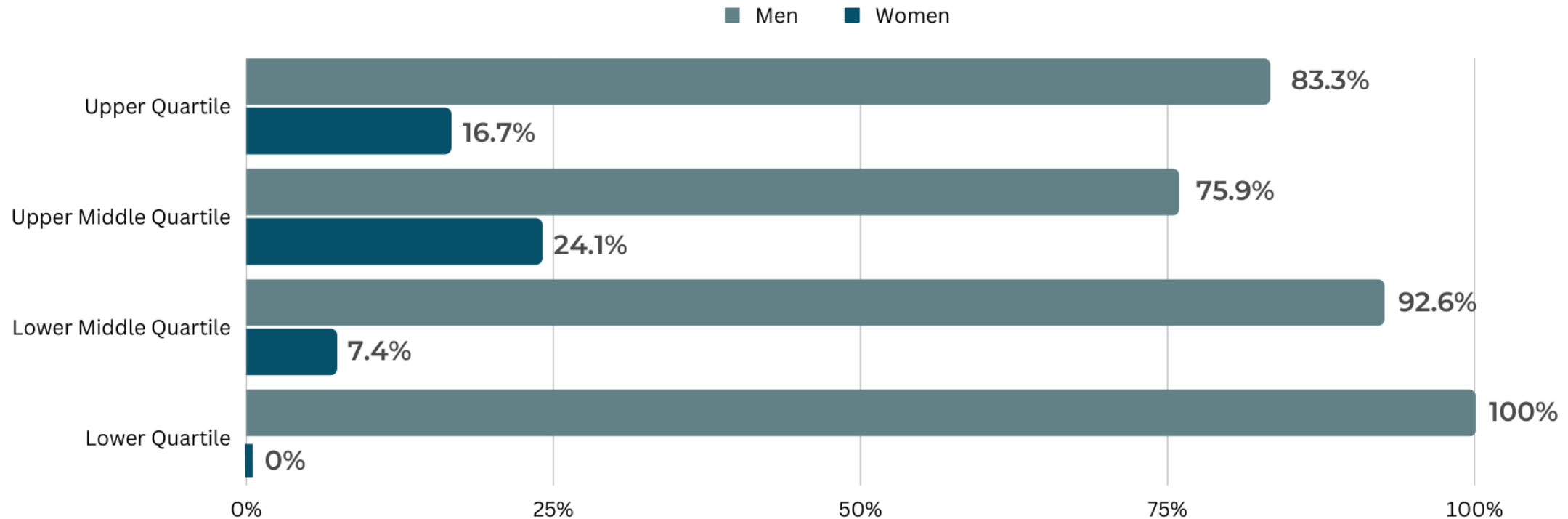
<b>Mean gender pay gap</b>	<b>1.5%</b>
<b>Median gender pay gap</b>	<b>-29.1%</b>
<b>Mean bonus pay gap</b>	<b>85.6%</b>
<b>Median bonus pay gap</b>	<b>38.9%</b>
<b>% of male employees who received a bonus</b>	<b>5.2%</b>
<b>% of female employees who received a bonus</b>	<b>10%</b>

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“Attracting and engaging a diverse workforce delivers better outcomes for our business, our people and our communities, and that is what we’re focussed on doing at Accrol. This requires us to offer a truly inclusive working environment. Gender representation is a manufacturing-wide challenge that we’re aware of and seeking to understand, address and improve.

Our business has delivered significant improvements over recent years, in particular with female representation in leadership roles, however we know that there’s more work to do. We’ll do this by placing a strong focus on inclusivity throughout the employee lifecycle, listening to our colleagues and taking action.”





**I confirm that this statement  
is accurate in accordance  
with the Equality Act 2010  
(Gender Pay Gap Information)  
Regulations 2017.**

A stylized, handwritten signature in yellow ink, appearing to read "GJ".

**Gareth Jenkins  
CEO, Accrol Group**

