



GENDER PAY GAP REPORT 2024

Accrol Group Holdings PLC



Equality, diversity and inclusion at Accrol Group

About Accrol

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, Flint and Bridgwater.

The Manufacturing Industry

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



“ Gender representation is a manufacturing-wide challenge that we’re aware of and seeking to understand, address and improve.

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.

By attracting and engaging a diverse workforce, we deliver better outcomes for our business, our people and our communities, and that is what we’re focused on doing at Accrol. ”

Kathryn Robinson, HR Director at Accrol Group

Understanding our Gender Pay Gap data

♂♀ What is the Gender Pay Gap?

The gender pay gap measures the difference between average hourly earnings of men and women. 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, we also voluntarily report on all Accrol Group including subsidiaries (Leicester Tissue Company Ltd and John Dale Ltd).

⚖️ How is it measured?

A gender pay gap is expressed by percentages. A positive percentage indicates that men are paid more than women and a negative percentage indicates that women are paid more than men.



Mean pay gap

The difference between the average hourly rate of earnings of male and female employees



Median pay gap

The difference between the midpoints in the ranges of hourly earnings of male and female employees



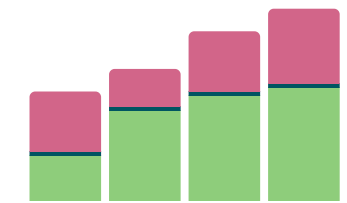
Mean bonus gap

The difference between the average bonus pay of male and female employees



Median bonus gap

The difference between the midpoints in the range of bonus pay of male and female employees

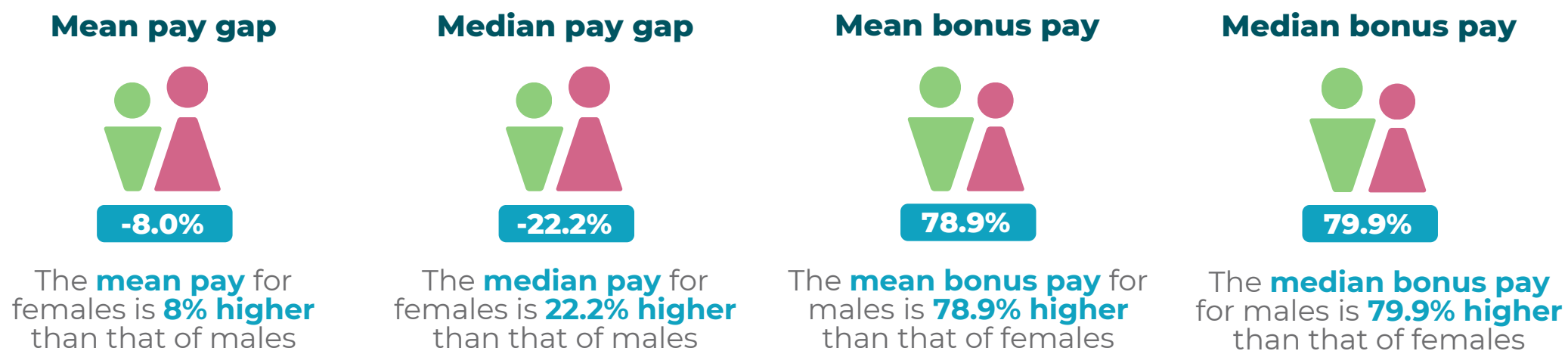


Quartile pay bands

Quartiles represent the proportions of male and female employees in the lowest to the highest pay bands

Accrol Group Gender Pay Gap results*

Pay and Bonus Pay



Population by pay quartiles

Upper Quartile



Upper Middle Quartile



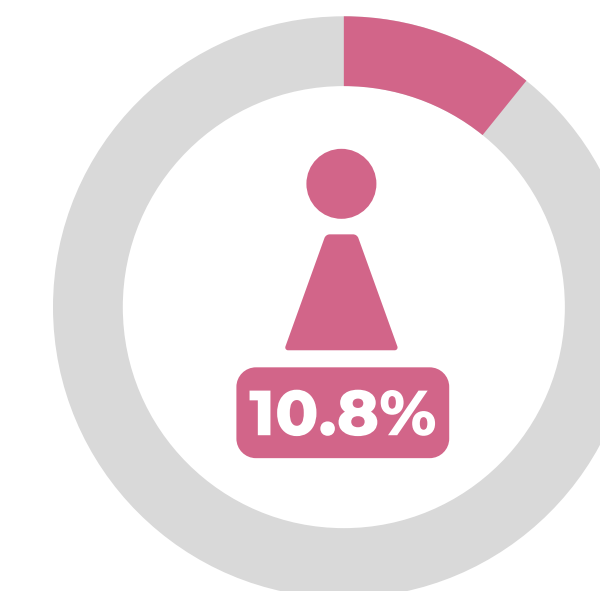
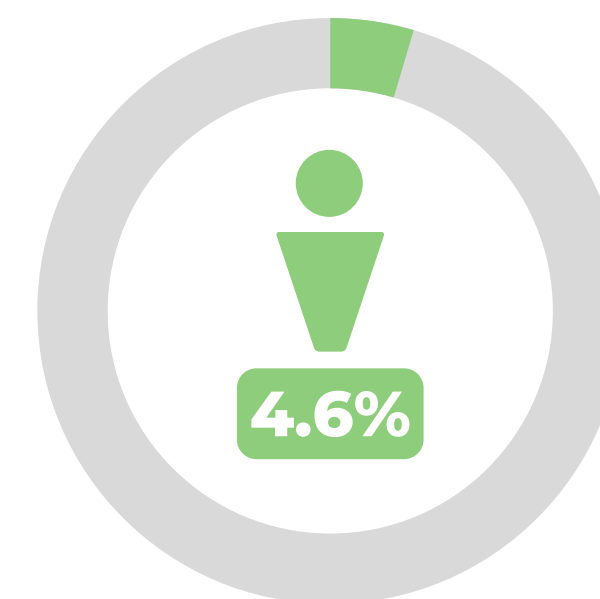
Lower Middle Quartile



Lower Quartile



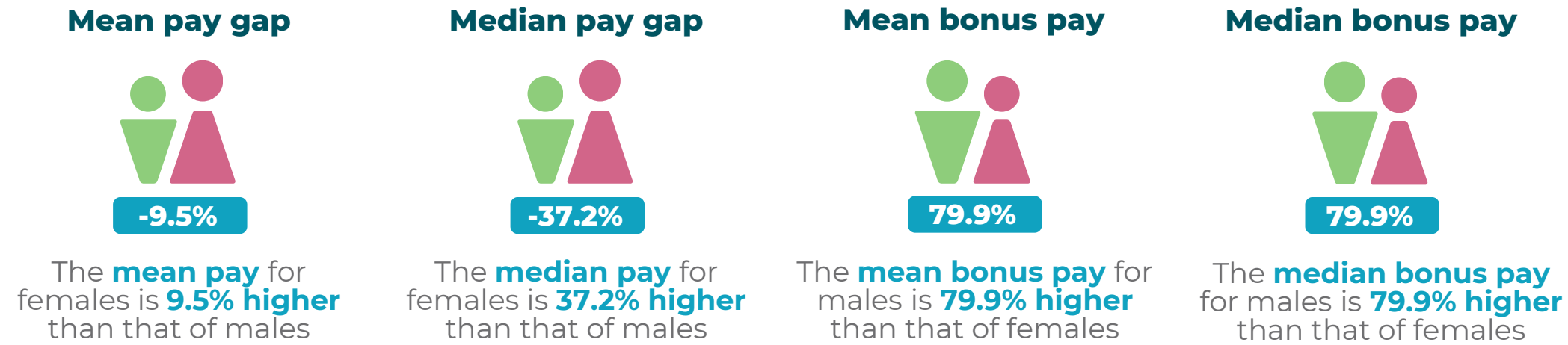
Proportion of men and women paid bonus pay



*Snapshot date is 5th April 2023 with the report relating to all Accrol Group subsidiaries: Accrol Papers Ltd, Leicester Tissue Company Ltd and John Dale Ltd.

Accrol Papers Gender Pay Gap results*

Pay and Bonus Pay



Population by pay quartiles

Upper Quartile



Upper Middle Quartile



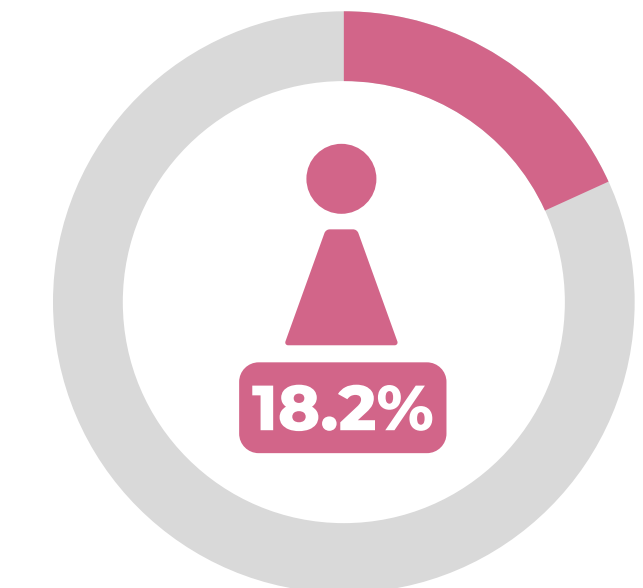
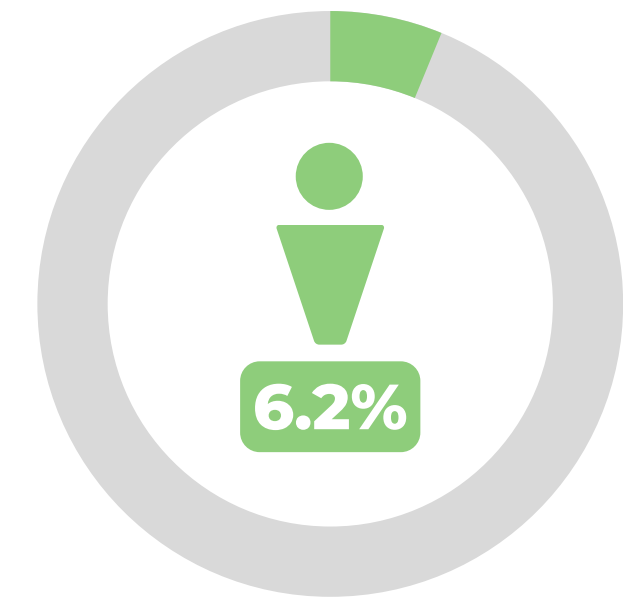
Lower Middle Quartile



Lower Quartile



Proportion of men and women paid bonus pay



*Snapshot date is 5th April 2023 with the report relating to Accrol Papers Ltd meaning it DOESN'T include Leicester Tissue Company Ltd and John Dale Ltd.

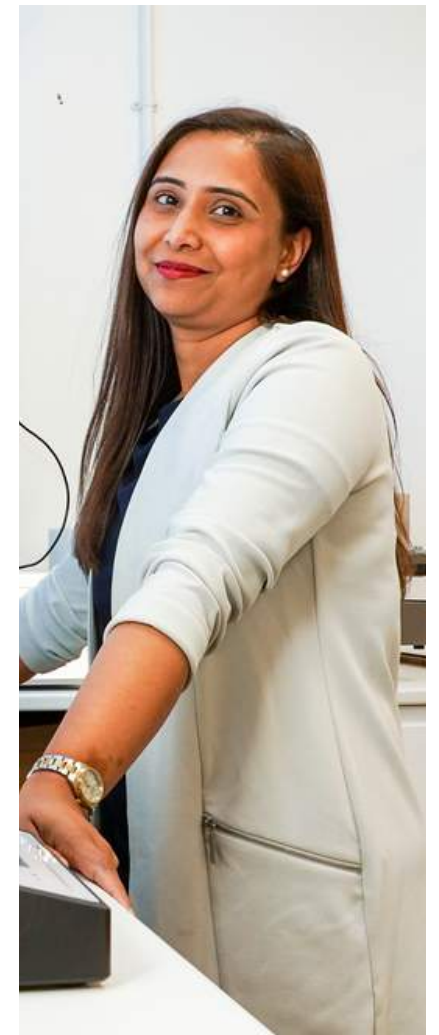
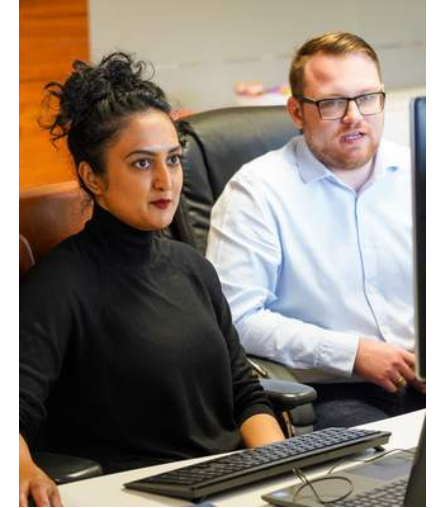
Understanding our Gender pay gap results

Understanding our results

Accrol remains well ahead of national figures with the UK's median gender pay gap being a positive 14.3% (Office for National Statistics, ONS, 2024). This means that, on average, women earn 14% less than men per hour. Accrol Group's negative 22.2% means that women earn 22% more than men per hour.

Our gender pay gap arises from an unequal distribution of men and women across the organisation. The ONS reports that only 22% of those employed in manufacturing are female. Therefore, female under-representation is a challenge faced across the manufacturing industry and we remain committed to growing female representation at all levels by actively identifying and tackling the misconceptions that manufacturing receives.

At Accrol women are more likely to occupy senior, upper quartile roles compared to lower quartile roles. However, it's important to note that we have a skills-based pay-grading system in place to ensure men and women receive equal pay for the same or similar jobs.



Our progress and aims for the future

🎯 Our progress and aims

Our people are at the heart of our business so developing a workplace culture where every individual feels valued, respected and comfortable to bring their authentic selves to work is extremely important.

In March 2024, we surveyed our colleagues to understand how inclusive our working environment is. From this, it revealed that 70% of our colleagues feel comfortable expressing their authentic selves at work, in contrast to other studies that suggested 37% of those surveyed felt they needed to hide aspects of their true selves at work*. However, this is something we aim to continuously improve by actively responding to feedback given from all members of our workforce.

Furthermore, we continue to increase female leaders into the business with gender diversity within leadership roles improving to 26% (+5% from last reporting year) from historic levels of 5.4%. This is through a combination of recruitment and promotion of internal talent.

We also continue to increase diversity across the business by employing a wonderfully diverse workforce that's representative of each of the communities in which we operate.



**Source: Hays annual Diversity, Equity, and Inclusion report.*



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

A handwritten signature in white ink, appearing to read 'GJ', positioned to the left of the name and title.

Gareth Jenkins
CEO, Accrol Group