

Integrity Print Ltd
Gender Pay Gap Report as at 5th April 2024

As an employer of more than 250 employees we are complying with the Government’s gender pay gap reporting requirements by publishing the results of six calculations that show the difference between the average (mean and median) earnings and bonus paid to men and women, the proportion of men and women receiving bonus, and the proportion of men and women in pay quartiles in our company.

The calculations have been based on the pay rates in existence as at 5th April 2024 and on bonus paid during the period 1st April 2023 to 31st March 2024. The calculations have been prepared in accordance with the methodology contained in the gender pay gap legislation. The results are as follow:

1. Mean gender pay gap	21.4%		
2. Median gender pay gap	19.4%		
3. Mean bonus gender pay gap	49.4%		
4. Median bonus gender pay gap	27.3%		
5. Proportion receiving bonus:	Men	Women	
	8.4%	15.0%	
6. Proportion in each pay quartile:	Men	Women	
Upper	83.5%	16.5%	
Upper middle	89.9%	10.1%	
Lower middle	79.7%	20.3%	
Lower	48.1%	51.9%	

There are two main reasons for the mean gender pay gap and median gender pay gap:

Firstly, we remain primarily a manufacturing company and over 50% of all employees work shift work. Of these employees 92% are male and are paid an additional shift allowance as compensation for working anti-social hours. For the purposes of clarity, women working shifts receive the same pay rates as their male colleagues in similar roles. When the shift allowance is excluded from the calculation the mean gender pay gap reduces significantly from 21.4% to 12.5%, the median gender pay gap also reduces significantly from 19.4% to -0.2% and there is similar distribution of men and women in each quartile as shown above.

Secondly, there is a lower representation of women at senior levels within our management team.

During the year to 31st March 2024 bonus was paid to a number of eligible managers and employees for excelling against targets and for exceptional personal performance. The number of males receiving bonus increased from 7.8% to 8.4% and the number of females receiving bonus has also increased from 10.0% to 15.4%. This has led to an increase in the mean bonus gap from 34.2% as at April 2023 to 49.4% as at April 2024, and an increase in the median bonus gap which was higher for females by -47.6% as at April 2023 and is now higher for males by 27.3% as at April 2024.

There is no occupational reason for male dominance within the manufacturing environment in which our business operates but it has always proved very difficult to recruit female employees to roles involving shift work and, also, at an operational management level. Our policy is to recruit the best people irrespective of gender but when vacancies occur in these areas very few applications are received from women. In our view this is mainly due to personal choice relating to working patterns and the nature of the work. In our production and distribution areas 92% of employees are male. However, it is interesting to note that when recruiting in our sales and administration areas we do receive applications from women, and that the ratio of male and female employees in these areas is relatively more even at 53% to 47%.

I confirm that the above information is accurate.



Robert Burgess
Group Finance Director
12th March 2025

