

## UK Gender Pay Reporting Statement April 2024

Sealed Air is committed to diversity and inclusion and to promoting equal opportunities for all. We take these commitments seriously.

Under UK law (effective from April 2017), employers with more than 250 employees are required to publish certain data about gender pay. Our data is set out in this report.

The gender pay gap relates to differences in average male and female pay within an employer. It does not compare the pay received by men and women for doing the same work or work of equal value (known as equal pay).

Assessing our gender pay data indicates that the difference in average pay is due to proportionately more men being in senior, higher paid roles. As of April 2024, our total female workforce in the UK stood at approximately 19.47%, which is an increase on April 2023 statistics. We continue to actively focus on promoting women within our business and appointing more women at the senior levels. In April 2024, the percentage of women at Upper Middle positions in the organisation has increased by 1.9% from the previous year. Like many organisations in our industry and sector, we would like this figure to be much higher.

We are confident that men and women are paid equally for doing equivalent jobs across our business. Sealed Air promotes equality in reward packages for men and women doing the same or similar job. To assist with this, we operate a banding system for all positions which ensures consistency of salaries benefits and bonuses being equal within the bands. These bandings are reviewed annually.

### Pay Information

Difference in mean hourly rate of pay between male and female employees	14.30%
Difference in median hourly rate of pay between male and female employees	22.07%

### Hourly Rate Quartiles

Gender	Lower	Lower Middle	Upper Middle	Upper
Male	63.96%	75.00%	83.93%	85.71%
Female	36.04%	25.00%	16.07%	14.29%

### Bonus Information

Difference in mean bonus pay between male and female employees	5.55%
Difference in median bonus pay between male and female employees	-20.37%
Percentage of male employees who received bonus pay	54.09%
Percentage of female employees who received bonus pay	61.54%

I confirm the data reported is accurate and in line with Government reporting regulations.



**Karen Kalirai**

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