

Gender Pay Gap Reporting

As one of Britain's leading quality magazine and brochure printing companies we are experts in our field continually striving to improve our business model, customer experience and service delivery.

As a significant employer within the printing industry PCP prides itself on being an open organisation and reporting on our gender pay gap data reinforces this view and by doing so supports the progress that companies need to adopt in bridging the pay gap that exists in the UK today. We're committed to creating a diverse place to work where people can be themselves and perform at their best.

Our 2018 figures are very similar to 2017, as we expected, since it will take several years to achieve our aim of increasing the proportion of women in our more senior, higher paid levels.

As a printing manufacturing business 78.6% (84% 2017) of the people we employ (our colleagues) work in our factories where the balance of the workforce is male (92%) – mirroring 2017. This means our gender balance is uneven and because people don't leave us very often, it takes time to address this in an industry which has traditionally been male dominated however the statistics will be improved in 2019 due to higher female recruitment within bindery.

The picture is different in our office environments, where our business support functions attract a split of 56/44% (61/39% in 2017) between male and female employees. We still currently have 26% of women in management roles although focus is being concentrated in this area over the coming three years through new market sectors and potential acquisition.

I can confirm that our data is accurate,
Alex Evans, Managing Director

The following graphs illustrate the gender pay gap reporting for our organisation

Pay difference between women and men as at 5th April 2018

	2018	2017
Median Gender Pay Gap	18.9%	23.6%
Mean Gender Pay Gap	19.6%	20.1%
UK's National Gender Pay Gap	17.9%	18.1%

Source: Office of National Statistics 2018

Proportion of Employees receiving a bonus in the preceding 12 months that includes 5th April 2018



Pay Quartiles (as at 5th April 2018)

