

Gender Pay Gap Reporting

From April 2017, all UK companies that employ over 250 employees are required to annually report their Gender Pay Gap.

The Gender Pay Gap is defined as the difference in the average earnings of male and female employees within a company.

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.

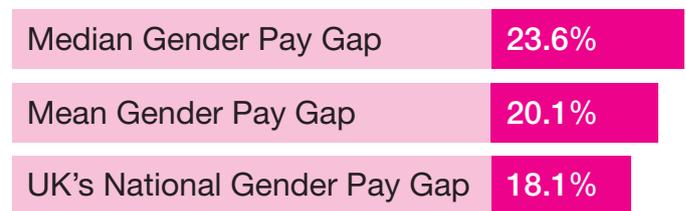
What you won't necessarily know is that as a printing manufacturing business 84% of the people we employ (our colleagues) work in our factory where the balance of the workforce is male 92/8%. This means our gender balance is uneven and because people don't leave us very often, it takes time to address this in an Industry which has traditionally been male dominated.

The picture is different in our office environment, where our business support functions attract a split of 54/46% between male and female employees. We currently have 26% of women in management roles, a number that has steadily improved in recent years. However the most senior roles in the organisation are still predominantly male at this time.

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 2017)



Source: Office of National Statistics 2016

Proportion of Employees receiving a bonus In the preceding 12 months that includes 5th April 2017



Pay Quartiles (as at 5th April 2017)

