Gender Pay Gap –

British Polythene Ltd

RPC Containers Ltd

Massmould Ltd

Maynard & Harris Plastics

UK Containers Ltd

February, 2026

Gender pay gap

- British Polythene Ltd - April 2025 Overall Results

Gender Pay Gap		Bonus Pay				Quartiles							
						1st quartile (highest paid)		2nd quartile		3rd quartile		4th quartile (lowest paid)	
Mean	Median	Male Proportion	Female Proportion	Mean Gap	Median Gap	Male	Female	Male	Female	Male	Female	Male	Female
-13.8%	-9.5%	34.9%	47.9%	-18.8%	45.5%	77.3%	22.7%	85.8%	14.2%	84.2%	15.8%	84.2%	15.8%

Gender pay gap

- RPC Containers Ltd - April 2025 Overall Results

Gender Pay Gap		Bonus Pay				Quartiles							
						1st quartile (highest paid)		2nd quartile		3rd quartile		4th quartile (lowest paid)	
Mean	Median	Male Proportion	Female Proportion	Mean Gap	Median Gap	Male	Female	Male	Female	Male	Female	Male	Female
9.9%	9.0%	38.7%	37.9%	77.1%	73.3%	81.3%	18.7%	81.3%	18.7%	64.5%	35.5%	67.9%	32.1%

Gender pay gap

- Massmould Ltd - April 2025 Overall Results

Gender Pay Gap		Bonus Pay				Quartiles							
						1st quartile (highest paid)		2nd quartile		3rd quartile		4th quartile (lowest paid)	
Mean	Median	Male Proportion	Female Proportion	Mean Gap	Median Gap	Male	Female	Male	Female	Male	Female	Male	Female
-10.6%	-10.4%	69.9%	65.9%	-19.4%	-8.3%	87.3%	12.7%	82.5%	17.5%	71.6%	28.4%	72.8%	27.2%

Gender pay gap

- Maynard & Harris Plastics - April 2025 Overall Results

Gender Pay Gap		Bonus Pay				Quartiles							
						1st quartile (highest paid)		2nd quartile		3rd quartile		4th quartile (lowest paid)	
Mean	Median	Male Proportion	Female Proportion	Mean Gap	Median Gap	Male	Female	Male	Female	Male	Female	Male	Female
9.0%	19.3%	65.1%	75.2%	6.1%	9.0%	90.5%	9.5%	88.9%	11.1%	81.1%	18.9%	65.3%	34.7%

Gender pay gap

- UK Containers Ltd - April 2025 Overall Results

Gender Pay Gap		Bonus Pay				Quartiles							
						1st quartile (highest paid)		2nd quartile		3rd quartile		4th quartile (lowest paid)	
Mean	Median	Male Proportion	Female Proportion	Mean Gap	Median Gap	Male	Female	Male	Female	Male	Female	Male	Female
5.4%	5.9%	33.5%	27.8%	-0.2%	-4.5%	89.0%	11.0%	81.4%	18.6%	72.9%	27.1%	74.8%	25.2%