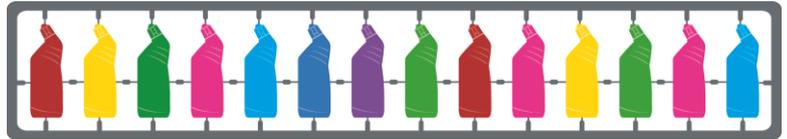


UK Gender Pay Gap Report 2018



McBride plc

McBride plc is Europe's leading supplier of Private Label Household and Personal Care products. Operating across 12 countries, with 17 manufacturing facilities producing over 1.1 billion units a year, we develop and manufacture products for the majority of retailers and major brand owners throughout the UK, Europe and Asia.

What is the Gender Pay Gap

The Gender Pay Gap is the difference between men and women's average pay across our UK organisation.

Gender Pay Gap is NOT Equal Pay

Gender Pay measures the difference in the average hourly pay of men and women. It can be used to assess levels of equality in the workplace and a measure of seniority or progression but it is not an equal pay issue. Equal pay is about a man and a woman receiving equal pay for the same or similar job.

McBride Results in the UK

The UK government has introduced an annual requirement for UK companies with more than 250 employees to report the gender pay gap; we are reporting our gender pay gap for the first time. This data is calculated as at 5th April 2017, the snapshot date.

The regulations measure the gap in two ways:

Mean pay gap – the difference between the average hourly rate of pay for women and the average hourly rate of pay for men.

Median pay gap – the difference between the midpoint hourly rate of pay for women compared to the midpoint hourly rate of pay for men.

Gender Pay Gap

Mean

7.56%
lower than men

Median

10.62%
lower than men

Gender Bonus Gap

Mean

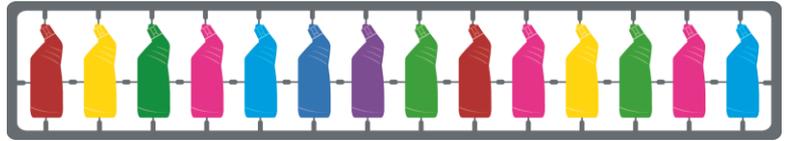
15.24%
lower than men

Median

4%
higher than men

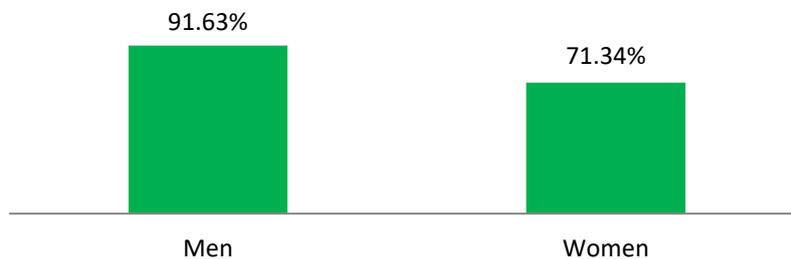
According to the Office for National Statistics (ONS) the UK's current mean gender pay gap is 18.4%, with the current UK median figure at 17.4%. We are pleased to report that both in terms of mean and median averages our results are favourable to this. However, we also

UK Gender Pay Gap Report 2018



acknowledge there is more work to do and our approach to recruitment and succession will help to reduce this gap even further.

Proportion of men and women who received a bonus

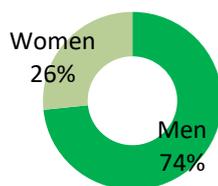


Proportion of men and women in each quartile

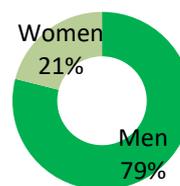
Traditionally the manufacturing industry is male dominated and this is also true of McBride. At the snapshot date we had 1,083 paid relevant employees, of which 776 (71.7%) were male and 307 (28.3%) were female.

We have split our relevant paid employees into four equal sized groups based on their average total hourly rate of pay, showing the percentage of men and women in each quartile.

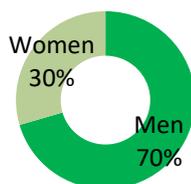
Upper



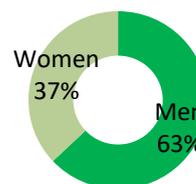
Upper Middle



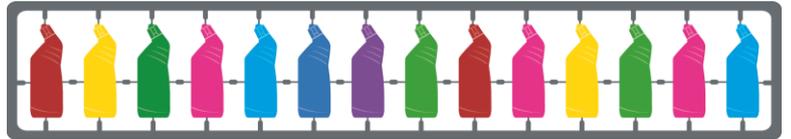
Lower Middle



Lower



UK Gender Pay Gap Report 2018



Our employment policies

McBride recognises the importance of developing internal talent across its workforce. It is our policy to ensure equal opportunity for all employees and we have an equal opportunities and diversity policy in place which is monitored by the HR function. It is a key objective to ensure that successful candidates for appointment and promotion are selected taking account of individual ability, skills and competencies without regard to gender.

McBride is committed to compensating employees in a manner that is fair and consistent. We have recently implemented Willis Towers Watson job evaluation and grading structure across our UK organisation.

There is a separate grading system in place in our factories which ensures consistency of pay and remuneration across each of those grades.

I confirm that all of the information and data reported are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Information) Regulations 2017.

Rik De Vos

Chief Executive Officer