

UK Gender Pay Reporting Statement April 2023

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 2023, our total female workforce in the UK stood at approximately 18.99%, which is a decrease on April 2022 statistics. However, since April 2023 there was a merger of legal entities, namely the APS business which joined Sealed Air Ltd. The merger has altered the overall statistics from the previous year. We continue to actively focus on promoting women within our business and appointing more women at the senior levels. 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 | 11.92% |
| Difference in median hourly rate of pay between male and female employees | 21.48% |

Hourly Rate Quartiles

| Gender | Lower | Lower Middle | Upper Middle | Upper |
|--------|--------|--------------|--------------|--------|
| Male | 69.17% | 70.83% | 85.83% | 85.12% |
| Female | 30.83% | 29.17% | 14.17% | 14.88% |

Bonus Information

| | |
|--|--------|
| Difference in mean bonus pay between male and female employees | 40.51% |
| Difference in median bonus pay between male and female employees | 31.93% |
| Percentage of male employees who received bonus pay | 34.81% |
| Percentage of female employees who received bonus pay | 59.09% |

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



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