

OUR COMPANY

DS Smith is a leading provider of corrugated packaging in Europe and of specialist plastic packaging worldwide, supported by paper and recycling operations. We are present in 37 countries, employing over 27,000 people. We have over 300 locations made up primarily of packaging and plastic manufacturing and distribution sites, paper mills and recycling depots.

In the UK, we employ approximately 5,000 people. Although we are only required to report on five legal entities*, we have also reported on the total UK business figures for all employees across all legal entities to give a more comprehensive view.

* each with more than 250 employees.



DIVERSITY AT DS SMITH

For us, it's all about merit. Anyone can and should be able to realise their full potential in DS Smith without experiencing inequality and unfairness on any grounds.

OUR GENDER PAY COMMENTARY

The gender pay gap demonstrates the differences between the average of male and female remuneration across the whole UK organisation. It is different from equal pay, which highlights pay differences between men and women who carry out the same jobs or work of equal value.

Although our gender pay gap is less acute than the UK national average, we recognise that we have work to do. Acting upon the underlying reasons for the gap and reaching a higher standard of diversity, is key to our continued success.

Due to the nature of the heavy industry that we operate in, it has generally been difficult to attract women to grow careers with us and we have fewer women in senior roles where bonuses add considerably to the reward. Another contributing factor to the pay gap is the payment of shift premiums which are more commonly received by males choosing to take roles with these working patterns.

OUR PRIORITIES



Actively encouraging women to choose careers in manufacturing.

Identifying female talent and supporting them to grow and develop within our organisation.



Ensuring everyone has the opportunity to reach their full potential by removing any potential barriers so that women can succeed in our business.

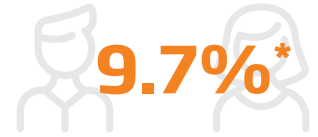
OUR TOTAL UK PAY GAP

On **average (mean)**, male employees earned



more than female employees

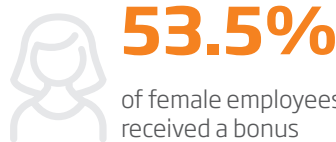
The **median pay gap** shows male employees earned



more than female employees

*The national pay gap is 18.4% (Office of National Statistics 2017)

OUR TOTAL UK BONUS GAP

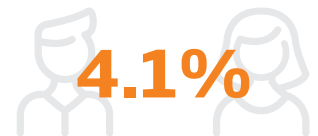


Average (mean), male bonus payments were



higher than female bonus payments

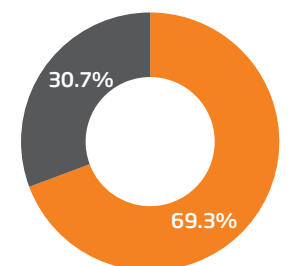
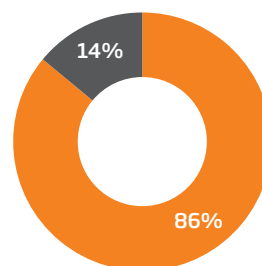
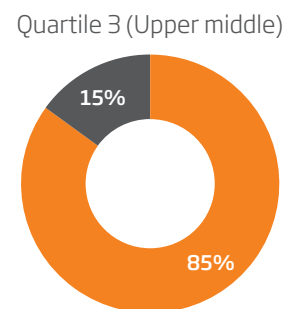
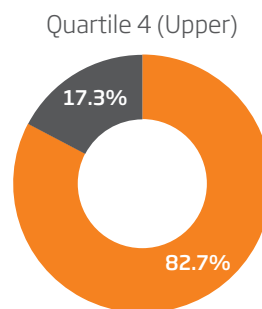
Median male bonus payments were



higher than female bonus payments

OUR TOTAL UK PAY QUANTILES

Male Female



Quartile 2 (Lower middle)

Quartile 1 (Lower)



DS Smith - UK Gender Pay Reporting 2017

OUR PAY AND BONUS GAP BY LEGAL ENTITY

DS Smith Legal entity	Mean pay gap	Median pay gap	Mean bonus gap	Median bonus gap	% M receiving bonus	% F receiving bonus
DS Smith Packaging Ltd	10.6%	11.1%	39.5%	10.0%	55.9%	45.0%
DS Smith Paper Ltd	6.5%	9.8%	35.6%	19.3%	18.9%	38.2%
DS Smith Recycling UK Ltd	5.7%	3.6%	-0.1%	45.0%	12.2%	9.8%
DS Smith Corrugated Packaging Ltd	12.9%	7.3%	26.8%	0.0%	91.8%	93.2%
Creo Retail Marketing Ltd	9.0%	-5.7%	8.4%	19.2%	80.8%	73.4%

OUR PAY QUANTILES BY LEGAL ENTITY

	DS Smith Packaging Ltd		DS Smith Paper Ltd		DS Smith Recycling UK Ltd		DS Smith Corrugated Packaging Ltd		Creo Retail Marketing Ltd	
	M	F	M	F	M	F	M	F	M	F
Quartile 4: Upper	88.2	11.8	90.1	9.9	76.5	23.5	71.2	28.8	68.2	31.8
Quartile 3: Upper middle	89.7	10.3	97.3	2.7	88.8	11.2	78.4	21.6	51.5	48.5
Quartile 2: Lower middle	89.9	10.1	97.3	2.7	81.4	18.6	65.4	34.6	61.5	38.5
Quartile 1: Lower	73.2	26.8	84.5	15.5	69.4	30.6	68.6	31.4	68.2	31.8

- The total UK numbers presented overleaf represent the combined data of these five legal entities as well as our out-of-scope entities in order to provide the full picture for the UK.
- Bonus payments include anything that relates to profit sharing, productivity, performance, incentive and commission.
- The pay data is based on the snapshot date of 5th April 2017 and the bonus data is based on the 12 months preceding this.

OUR STATEMENT OF ACCURACY

I confirm the data in this report is accurate.

Andrew Speak

Andy Speak - Group HR Director