

28 March 2018

**Eurocell Profiles Ltd**  
**Gender Pay Gap Reporting**  
**Supporting Statement**

Eurocell Profiles Ltd is committed to ensuring it provides and maintains a diverse and inclusive workplace that provides equal opportunities to all employees irrespective of gender or other diversity based factors such as, but not exhaustively, ethnicity, nationality or mobility.

Eurocell Profiles Ltd is a manufacturing, distribution and recycling business which resides in the traditionally male dominated PVC-u sector.

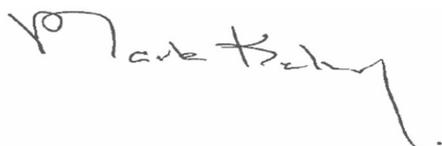
In order to support the further development of our equality initiatives, we are implementing a review of our current recruitment, promotion and career development platforms for our current and future employment populations.

This review will be used to identify improvements in our policies, procedures and strategic workforce planning initiatives to ensure we are as a business promoting, and enabling all our people to achieve their optimum potential through open, accessible opportunities and supportive and structured career development, promotion and succession plans.

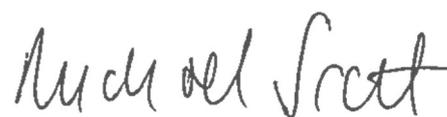
In this initiative, we will assess the reasons giving rise to a population of 38 female colleagues whose earnings were suggested to be lower than male counterparts. We are committed to taking any necessary steps to address those anomalies as quickly as possible but, this will be achieved in no more than two pay review cycles.

In relation to the disparity of gender profiling in our supervisory, mid and senior management populations, we are to implement in the 2018 business year, a revised internal promotions and recruitment initiative to:

- A) Ensure that all Group wide promotion opportunities across our supervisory and managerial and senior managerial vacancies, are advertised internally on our website, through our staff communications portals and as part of briefings and staff updates.
- B) Women applicants for all such positions will be given an automatic right to interview to ensure greater opportunity and encouragement of internal promotion and cross departmental shift. This will also act as a positive action to potential applicants and the wider managerial and leadership communities, that this is a value our business wholly supports and enforces.
- C) We will, in the 2018 business year, as part of an existing interview and recruitments skills programme currently being introduced across our business, include elements of conscious and unconscious bias awareness training for managers.
- D) On at least an annual basis, the Group HR Director will conduct an equality and benchmarking review of pay and salary levels across the business.



Mark Kelly  
CEO Eurocell plc



Michael Scott  
CFO Eurocell plc