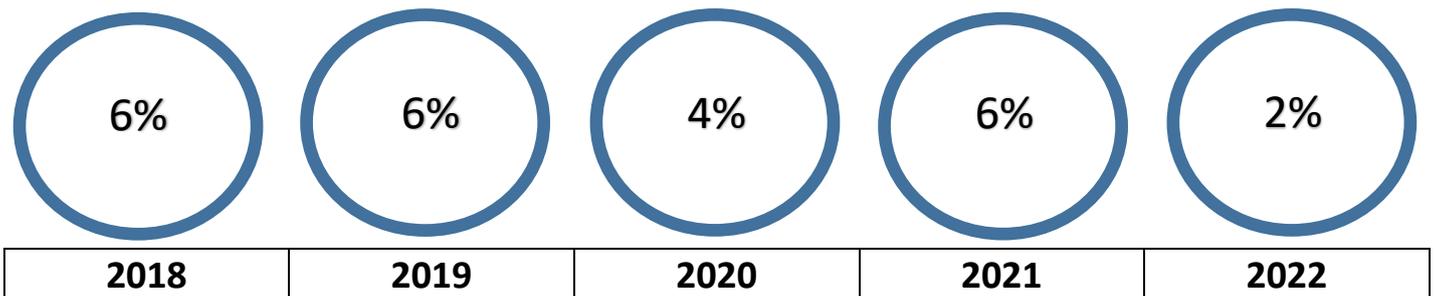
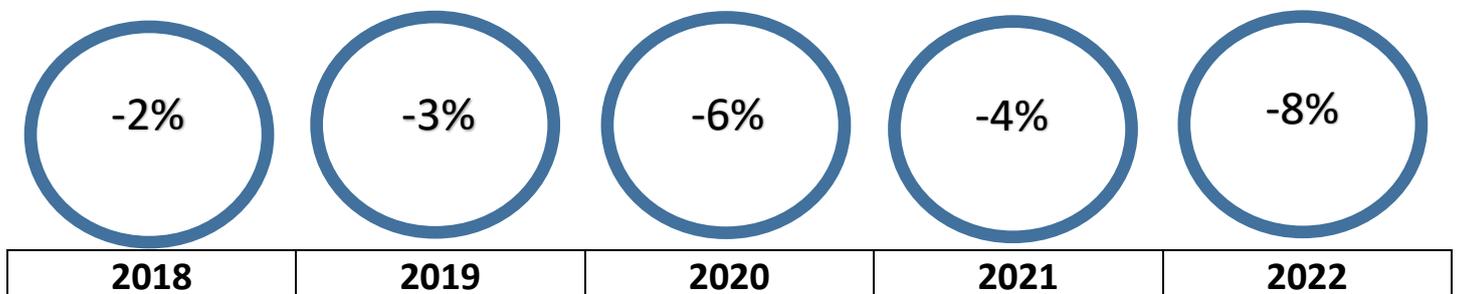


Holmen Iggesund Gender Pay Report 2022

Median Gender Pay Gap



Mean Gender Pay Gap



Employees by Pay Quartile

	Male	Female
Upper	89.77%	10.23%
Upper Middle	93.10%	6.90%
Lower Middle	86.36%	13.64%
Lower	91.95%	8.05%

This data is accurate as of the snapshot date on 5th April 2022, in line with the UK Governments Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Jonny Lowe, Head of Human Resources & Corporate Responsibility

In this latest annual summary, we see a decrease in the median differential which is now 2% in favour of male pay rates.

The Company continues to work towards equal gender representation in our Mill, particularly amongst shift teams where we are most out of balance. Last year we commented that we believed the key to this ambition is the need to provide workplace flexibility and attract applications from all genders and throughout 2022 we have seen improvements in this area by focussing on improving our employee benefits and the way in which we communicate these through business publicity and role advertisements. This means we have seen an increase in applications from women and indeed this has led to employing more women in craft roles which is a huge step in the right direction and means the actions we are taking are working.

Our aspiration is to create a diverse and balanced workforce reflecting the demographic of the customers we serve and our local community. Our ongoing actions to close the gender balance gap include:

- Providing Flexible Working solutions wherever possible
- Ongoing improvements to facilities onsite to ensure all genders are accommodated
- Continuing efforts to attract applicants from all genders in recruitment
- Providing Equity, Diversity, and Inclusion Training to existing and new leaders

With courage, responsibility and commitment across the mill we will continue to work enthusiastically towards these goals.