

UK Gender Pay Gap Reporting April 2026

This report is for Coveris Flexibles UK Limited (company number 02925612) with data as of 5 April 2025. On 2 March 2026, the company changed its name to Paranova Print and Packaging Limited.

Paranova Print and Packaging is reporting pay for its principal UK based businesses. Because the pay gap is influenced by the distribution of male and female employees within our businesses and across our pay bands, a gender pay gap exists. Our gender pay gap reporting reflects the way our company is structured, all headquartered in Spalding, Lincolnshire, and we report our main trading companies annually:

- **Coveris Flexibles UK Ltd (BU Paper) now Paranova Print & Packaging Ltd** – this group comprises of our 11 manufacturing sites across the UK and head office.

Employer	Difference in Hourly Pay		Difference in Bonus		% of males/females receiving a bonus payment		% of males/females in lower pay band		% of males/females in lower middle pay band		% of males/females in upper middle pay band		% of males/females in upper pay band	
	Males over female		Males over female											
	Mean	Median	Mean	Median	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Coveris Flexibles UK Ltd	11.5%	12.9%	44.7%	61.7%	7.9%	22.3%	52.7%	47.3%	52.5%	47.5%	91.3%	8.8%	80.9%	19.1%

We are proud to partner with Meat Business Women, the global professional community dedicated to attracting, developing and retaining female talent across the food and meat industry. Supporting gender balance is critical to ensuring the long-term sustainability and profitability of our sector. Diverse teams bring greater diversity of thought, helping to drive innovation and stronger business performance. Through this partnership, our colleagues benefit from mentoring, professional networking and personal development programmes. These initiatives support women to overcome barriers to progression at every stage of their career, helping to build a stronger and more inclusive leadership pipeline for the future. We are a Charter Advocate of The Food Business Charter. The Food Business Charter demonstrates Meat Business Women's and its signatories' commitment to advancing gender balance, working for 40% female representation across the global food industry by 2035 and removing barriers to women's advancement and success.

Our partnership also creates measurable social impact. Based on thorough Social Return on Investment (SROI) analysis conducted with Meat Business Women, our investment in our partnership during 2025 generated the following results:

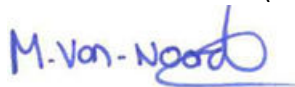
- For every £1 we invested in MBW, they generated £10.16 in social value across the food industry.
- For every £1 MBW spent on work with our colleagues who are MBW members, together we generated £11.25 in social value for those colleagues

This investment reflects the social value created for both our colleagues and the industry through improved development opportunities, stronger networks, increased career progression and our work together to improve the perception of working in the sector.

This pay gap is different to Equal Pay and Coveris establishes and monitors pay and grading to ensure we give equal pay for equal work. I can confirm the data within this report is accurate.

Signed by: Michaela Van Noordt (HR Director)

Signature:

A handwritten signature in blue ink, appearing to read "M. Van Noordt", is written over the printed name.

1 April 2026