

We're committed to making Metsä an inclusive place to work

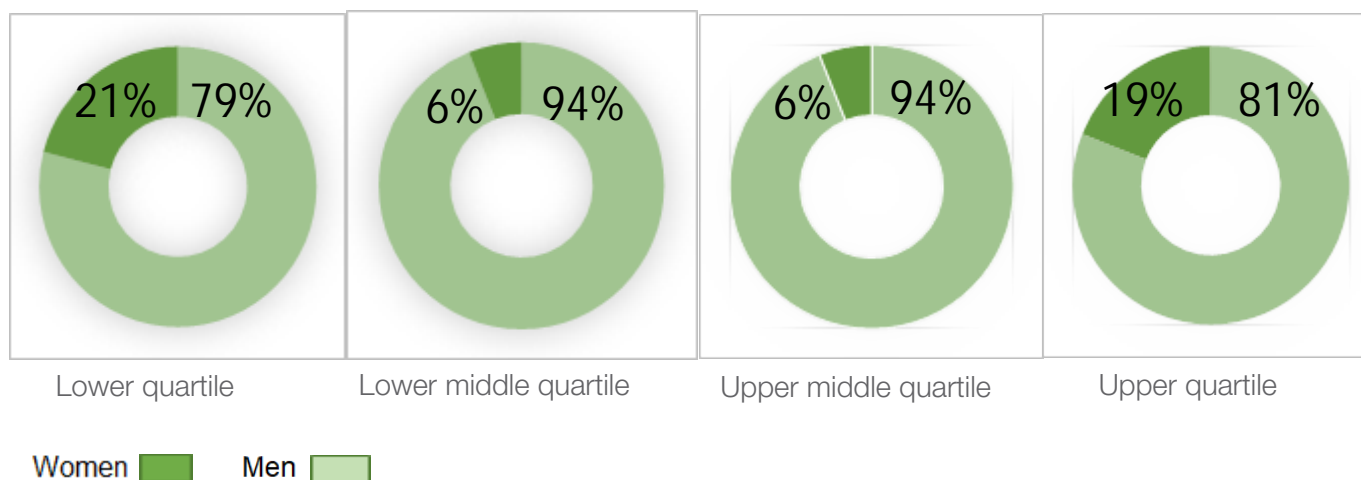
While Metsä Wood UK's Gender Pay Gap compares favourably with that of organisations both across the whole UK economy and within our sector, this is not a subject about which Metsä Wood UK is complacent, and it is committed to doing everything that it can to reduce the gap.

We continue to look at where we can improve our practices and policies, and would welcome suggestions and feedback from our employees. Not one initiative alone will, of itself, remove the gender pay gap - and it may be several years before a positive change is seen.

However in the meantime, Metsä Wood UK is committed to reporting on an annual basis on what it is doing to reduce the Gender Pay Gap and the progress that it is making.

Pay quartiles

Proportion of men and women according to quartile pay bands



Gender Pay Gap - Basic Pay Hourly Rate

The percentage average difference in Men's and Women's hourly pay

	2020	2018	2017
Median	-4.2%	3.2%	13.7%
Mean	3.3%	3.5%	9.1%

Gender Bonus Gap -

The percentage average difference in Men's and Women's bonus pay

	2020	2018	2017
Median	44%	13.4%	32.5%
Mean	55.1%	42.5%	50.6%

MW Bonus Pay

Proportion of men and women receiving bonus

