

# AUTUMNPAPER LIMITED

## 2025-26 Gender pay gap report

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## 1. Main gender pay gap figures

In this organisation:

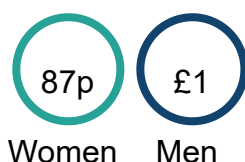
- women earned 87p for every £1 that men earned (comparing median hourly pay)
- women made up 64.0% of employees in the highest paid quarter, and 77.0% of employees in the lowest paid quarter
- 70.5% of women received bonus pay, compared with 73.6% of men
- women's bonus pay was 5.5% higher than men's (comparing median bonus pay)

## 2. Hourly pay

In this organisation:

- women's median hourly pay was 13.2% lower than men's – this means they earned 87p for every £1 that men earned, when comparing median hourly pay

13p less

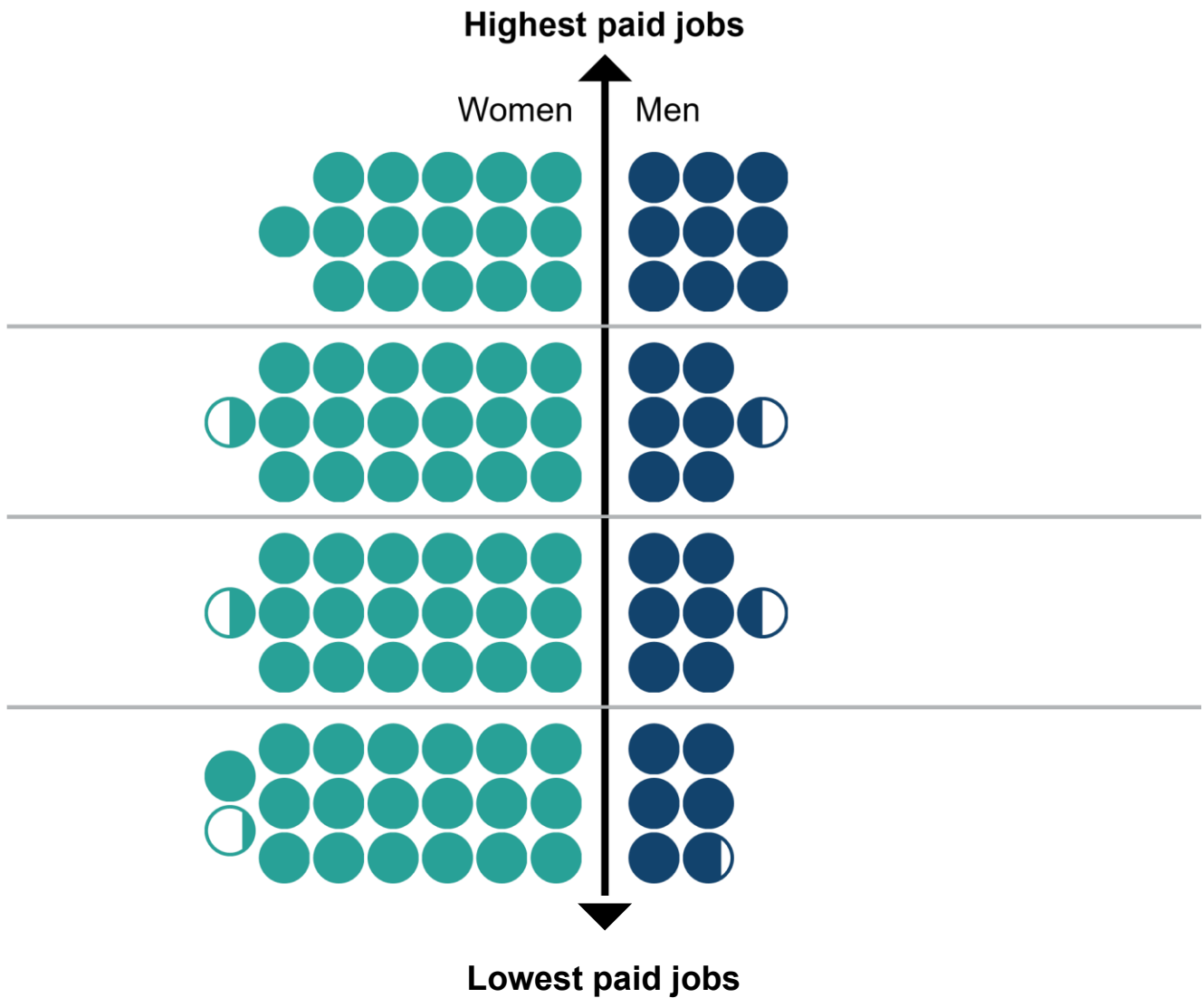


- women's mean (average) hourly pay was 40.5% lower than men's

## 3. Pay quarters

In this organisation, women made up:

- 64.0% of employees in the upper hourly pay quarter (highest paid jobs)
- 74.0% of employees in the upper middle hourly pay quarter
- 74.0% of employees in the lower middle hourly pay quarter
- 77.0% of employees in the lower hourly pay quarter (lowest paid jobs)



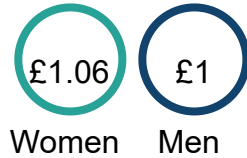
Each ● represents 1% of the employees in this organisation

#### 4. Bonus pay

In this organisation:

- women's median bonus pay was 5.5% higher than men's – this means they earned £1.06 for every £1 that men earn when comparing median bonus pay

6p  
more  
^



- women's mean (average) bonus pay was 16.9% higher than men's
- 70.5% of women and 73.6% of men received bonus pay

## 5. About AUTUMNPAPER LIMITED

**Registered address**    5th Floor Rear Suite, Oakfield House 35 Perrymount Road, Haywards Heath, West Sussex, RH16 3BW

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**Sector**    Administrative and support service activities

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**Snapshot date**    5 April 2025

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**Employee headcount**    250 to 499 employees

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**Person responsible**    Michael Cope (Senior Reward Manager)

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