

Our commitment to equality

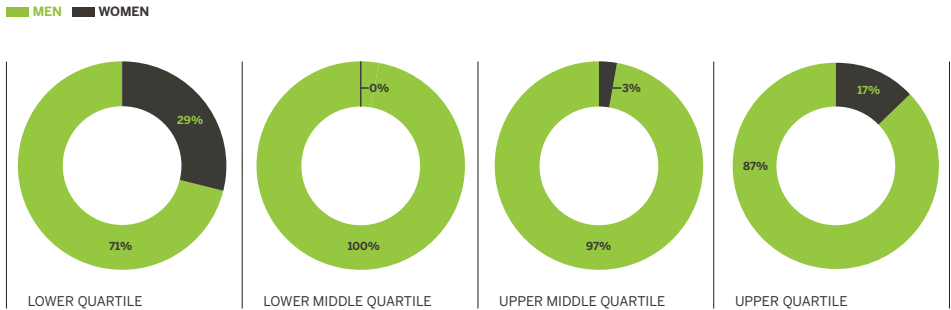
We are committed to making Metsä Wood an inclusive place to work

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. No 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.

GENDER PAY GAP | PAY QUARTILES

Proportion of men and women according to quartile pay bands



GENDER PAY GAP | BASIC HOURLY RATE

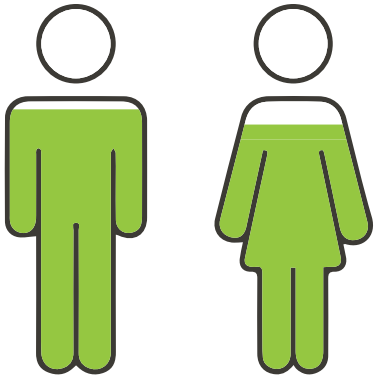
The percentage average difference in Men's and Women's hourly pay

	2023	2022	2021
MEDIAN	7.48%	-1.5%	9.9%
MEAN	13%	7.2%	19.4%

GENDER PAY GAP | BONUS GAP

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

	2023	2022	2021
MEDIAN	-267.60%	90.6%	36%
MEAN	-72.14%	40.6%	51%



GENDER PAY GAP | MW BONUS PAY

The proportion of men and women receiving bonus

MEN	94.6%
WOMEN	88.1%

We confirm that the data in this report is accurate – James Davenport, Managing Director. | Median: the middle value | Mean: average | Published March 2024.

