

Companies operating in the U.K. that employ 250 or more employees are required to report certain defined statistics about pay and bonuses for their female and male employees annually. This report relates to pay and bonus pay data for the 12-month period ending April 5, 2018. Multi Packaging Solutions UK, Limited (MPS UK, Ltd.) is the only WestRock U.K. company large enough to file the required report.

The required disclosure for WestRock's MPS UK, Ltd. subsidiary reflects the difference in average (mean or median) hourly pay and bonus pay between women and men as of April 5, 2018 expressed as a percentage of men's earnings.

### HOURLY PAY RATE DATA (AS OF APRIL 5, 2018)

#### MEAN GENDER PAY GAP

16.7%

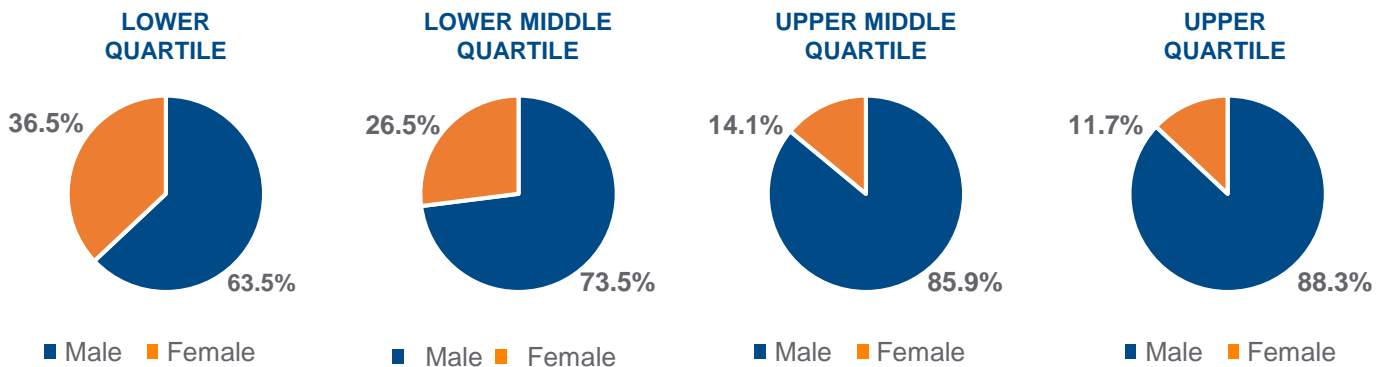
(v. Office of National Statistics U.K. mean of 17.1%)

#### MEDIAN GENDER PAY GAP

20.5%

(v. Office of National Statistics U.K. mean of 17.9%)

#### Proportion of males and females in quartile pay bands:



Total full-pay relevant employees; Male = 1231 (77.8%) Female = 351 (22.2%)

### BONUS DATA (12-MONTH PERIOD TO APRIL 5, 2018)

#### MEAN BONUS GENDER PAY GAP

20.1%

#### MEDIAN BONUS GENDER PAY GAP

-115.7%

#### Proportion of males and females receiving a bonus:

**MALE**  
13.8%

**FEMALE**  
9.7%

Data from the Office for National Statistics indicates that WestRock's MPS UK Ltd. business' gender representation levels are comparable to other U.K. manufacturing concerns. The gender split in this business operating in the U.K. is 78% male and 22% female employees, compared to 70% and 30% female for the printing industry.

Mean and median pay and bonus gaps are influenced by the following factors:

- 100% of MPS UK Ltd. company business directors are male.
- The majority of key senior leadership and sales roles during the time-period of this report were held by men and, on average, men had longer tenure with the company — 11.2 years compared to 9.5 years for women. Overall tenure was 12.0 years for men and 9.5 years for women
- In production manufacturing roles, men occupied most of the positions, particularly in the less favorable shifts often offering premium pay. The average tenure of male employees in production roles was 12.1 years compared to female employees at 10.2 years.

The majority of WestRock's MPS UK Ltd. locations are covered by site collective bargaining agreements, which requires the payment of agreed upon machine rates and premium pay for evening and late-night shifts, without regard to gender.

To support and foster gender equality, MPS UK Ltd. will continue to:

- Build diversity programs and staffing strategies to provide equal opportunity for females to be hired and promoted into roles at all levels of the organization.
- Focus on preparing employees for management positions and growing management capability through investments in learning and development programs.
- Invest in intern/apprenticeship/college hire programs as a source of diverse talent.

We confirm that the data provided is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:  \_\_\_\_\_

Vicki Lostetter  
Chief Human Resources Officer  
WestRock