



Companies operating in France are required to report certain defined statistics about pay for their female and male employees annually. This report relates to pay and bonus pay data for the 12-month period ending 31 December 2020. Multi Packaging Solutions SAS (MPS SAS) and WestRock Packaging Systems SAS (Deols) are the two facilities reported on.

**MPS SAS**

**OVERALL INDEX 79/100**

Compensation Gap Indicator:	39/40
Individual Increase Rate Gap Indicator:	5/20
Promotion rate gap between men and women	15/15
Return from Maternity Leave Indicator:	15/15
High Pay Indicator:	5/10

**WESTROCK PACKAGING SYSTEMS SAS (DEOLS)**

**OVERALL INDEX: Not Calculable**

Compensation Gap Indicator:	Not Calculable/40
Individual Increase Rate Gap Indicator:	35/35
Return from Maternity Leave Indicator:	15/15
High Pay Indicator:	0/10

The majority of WestRock's France 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, WestRock. will continue to:

- Ensure our candidate slates and interview teams for open positions include diverse representation 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.
- Engage with our Women + Allies WestRock Resource Group to better understand issues and opportunities for gender equity.
- Support our overall WestRock commitment to improve gender diversity at all levels of the company, with an intentional focus on executive and management representation.
- Hold ourselves accountable for progress by reviewing key metrics with senior leaders by conducting a Quarterly Review of gender pay representation across all European Countries and build clear action plans to course correct where required.
- As of Fiscal Year 2021, WestRock introduced gender representation improvement goals tied to a Diversity & Inclusion performance metric for all Executive Steering Team members which can affect +/- 5% of their annual short-term incentive bonus.

We confirm that the data provided is accurate and meets the requirements of the Avenir law (September 5, 2018).

Signed: 

Vicki Lostetter  
Chief Human Resources Officer  
WestRock