

AALCO METALS LIMITED

2023/24 Gender pay gap report

Hourly pay gap

Women earn £1.04 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 3.5% higher than men's.

The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

When comparing mean (average) hourly pay, women's mean hourly pay is 3.6% higher than men's.

The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

The percentage of women in each pay quarter

Women occupy 26% of the highest paid jobs and 16.3% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)	Women 26%	Men 74%
Upper middle hourly pay quarter	Women 18.3%	Men 81.7%
Lower middle hourly pay quarter	Women 17.6%	Men 82.4%
Lower hourly pay quarter (lowest paid)	Women 16.3%	Men 83.7%

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation

Bonus pay gap

Women earn 61p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 39.2% lower than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 22.2% lower than men's.

Who received bonus pay

92% of women
90.9% of men