

Aalco Metals Ltd

Gender pay gap report 2017 to 2018

Difference in hourly rate

About mean and median

Women's mean hourly rate is 1.26% lower than men's
Women's median hourly rate is 7.35% higher than men's

Proportion of women in each pay quartile

About quartiles

Top quartile (highest paid)

21.1% of the top quartile are women

Upper middle quartile

13.3% of the upper middle quartile are women

Lower middle quartile

26.7% of the lower middle quartile are women

Lower quartile (lowest paid)

25.1% of the lower quartile are women

Who received bonus pay

82.0% of women

86.5% of men

Difference in bonus pay

Women's mean bonus pay is 18.0% lower than men's
Women's median bonus pay is 0% lower than men's