Aalco Metals Ltd
Gender pay gap report 2018 to 2019

Difference in hourly rate
► About mean and median

Women’s mean hourly rate is 1.31% lower than men’s
Women’s median hourly rate is 6.96% higher than men’s

Proportion of women in each pay quartile
► About quartiles

Top quartile (highest paid)
26.3% of the top quartile are women
Upper middle quartile
25.1% of the upper middle quartile are women
Lower middle quartile
14.9% of the lower middle quartile are women
Lower quartile (lowest paid)
22% of the lower quartile are women

Who received bonus pay
89.3% of women
86.2% of men

Difference in bonus pay
Women’s mean bonus pay is 29.1% lower than men’s
Women’s median bonus pay is 4.4% higher than men’s