

AALCO METALS LIMITED

2024/25 Gender pay gap report

Hourly pay gap

Women earn £1.08 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 8% 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 6.4% 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 31% of the highest paid jobs and 11.4% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)	Women 31%	Men 69%
Upper middle hourly pay quarter	Women 19.7%	Men 80.3%
Lower middle hourly pay quarter	Women 21%	Men 79%
Lower hourly pay quarter (lowest paid)	Women 11.4%	Men 88.6%

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 54p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 45.5% lower than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 33.9% lower than men's.

Who received bonus pay:

81% of women
80.2% of men