

# AALCO METALS LIMITED

## 2025/26 Gender pay gap report

### Hourly pay gap

Women earn £1.05 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 4.8% 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 3.7% 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.**

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### The percentage of women in each pay quarter

Women occupy 26.8% of the highest paid jobs and 14.6% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)	Women 26.8%	Men 73.2%
Upper middle hourly pay quarter	Women 26.1%	Men 73.9%
Lower middle hourly pay quarter	Women 14.6%	Men 85.4%
Lower hourly pay quarter (lowest paid)	Women 14.6%	Men 85.4%

**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**

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### Bonus pay gap

Women earn 68p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 32.5% lower than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 33.4% lower than men's.

### Who received bonus pay:

92.9% of women  
91.5% of men