

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