

AALCO METALS LIMITED

2020/21 Gender pay gap report

Hourly pay gap

About median and mean

Women earn £1.05 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 5.1% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 1.3% higher than men's.

The percentage of women in each pay quarter

About pay quarters

Women occupy 22.5% of the highest paid jobs and 19% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)	Women 22.5%	Men 77.5%
Upper middle hourly pay quarter	Women 27.3%	Men 72.7%
Lower middle hourly pay quarter	Women 17.4%	Men 82.6%
Lower hourly pay quarter (lowest paid)	Women 19%	Men 81%

Bonus pay gap

Women earn 83p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 16.9% lower than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 29.8% lower than men's.

Who received bonus pay

80% of women

84.6% of men