

# AALCO METALS LIMITED

## 2021/22 Gender pay gap report

### Hourly pay gap

#### About median and mean

Women earn £1.08 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 7.9% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 0.4% higher than men's.

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### The percentage of women in each pay quarter

#### About pay quarters

Women occupy 23.2% of the highest paid jobs and 20.1% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)	Women 23.2%	Men 76.8%
Upper middle hourly pay quarter	Women 23.4%	Men 76.6%
Lower middle hourly pay quarter	Women 15.5%	Men 84.5%
Lower hourly pay quarter (lowest paid)	Women 20.1%	Men 79.9%

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### Bonus pay gap

Women earn £1 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 0% lower than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 20.9% lower than men's.

#### Who received bonus pay

88.5% of women

90.9% of men