

AALCO METALS LIMITED

2022/23 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 4.7% 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 3.2% 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 24.3% of the highest paid jobs and 15.2% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)	Women 24.3%	Men 75.7%
Upper middle hourly pay quarter	Women 15.8%	Men 84.2%
Lower middle hourly pay quarter	Women 18.5%	Men 81.5%
Lower hourly pay quarter (lowest paid)	Women 15.2%	Men 84.8%

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 84p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 16.1% lower than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 14.4% lower than men's.

Who received bonus pay

94.7% of women
94.8% of men