



Gender Pay Gap Report 2017

The gender pay gap is a measure of the percentage difference in the average hourly pay or bonus of men and women working for ABI (UK) Limited. This is regardless of their role in the company, length of service and any other differentiating factor.

It is important not to confuse the gender pay gap figures with an equal pay comparison. Equal pay is a direct comparison of the two people, or groups of people, doing the same or comparable work and is not covered by this report.

The mean gender pay gap is a calculation of the average hourly pay or bonus of a man versus the average hourly pay of a woman regardless of what they do.

The median gender pay gap takes the exact mid-point between the lowest and the highest paid man versus the equivalent woman.

Gender Pay Gap

Mean pay gap	18%
Median pay gap	31%

There are a number of factors affecting our gender pay gap such as the fact that there is a majority of men in the skilled and semi-skilled production workforce and that the majority of senior roles within the company are filled by men.

Quartiles

Lower pay quartile	Men 80% : women 20%
Lower-middle pay quartile	Men 95% : women 5%
Upper-middle pay quartile	Men 100% : women 0%
Upper pay quartile	Men 96% : women 4%

The quartiles show the proportion of men and women making up each segment when all employees are split into four equal sized groups based upon hourly pay rates.

Bonus pay gap

Mean pay gap	(32%)
Median pay gap	52%

The bonus gap is reflective of the fact that bonuses form part of the pay for all production employees based upon production targets and these are generally proportionate to hourly wage rates at different operative levels.

Percentage of men receiving a bonus	95%
Percentage of women receiving a bonus	38%

This calculation reflects that the majority of our workforce are production employees, who all received a bonus at some time during the year based upon output and quality. The majority of the production workforce are men.

I declare the contents of this report to be accurate.

A handwritten signature in green ink, appearing to read 'Richard Jones', written over a dotted line.

Richard Jones – Company Secretary