



**Gender Pay Gap Report 2019**

Gender pay gap reporting was introduced in 2018 and this is our third Gender Pay Gap Report. This report is based on data for the year to 5 April 2019.

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	23%
Median pay gap	33%

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. ABI (UK) Limited is an organisation where people can thrive and develop regardless of their gender or background and will continue to offer fair, equitable pay to all colleagues.

**Quartiles**

Lower pay quartile	Men 79% : Women 21%
Lower-middle pay quartile	Men 94% : Women 6%
Upper-middle pay quartile	Men 100% : Women 0%
Upper pay quartile	Men 98% : Women 2%

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	15%
Median pay gap	20%

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	96%
Percentage of women receiving a bonus	35%

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

I declare the contents of this report to be accurate.

A handwritten signature in black ink, appearing to read 'Jo Cowl'.

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Jo Cowl - Director