



## **ABI (UK) LIMITED**

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### **Gender Pay Gap Report 2025/26**

This report is based on data for the year to 5 April 2025 with a snapshot date of 5 April 2025.

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 their role within the business.

The median gender pay gap takes the difference between the median male and the median female. The median is calculated by ranking the values for each gender from lowest to highest, then taking the middle value from each list.

#### **Gender Pay Gap**

Mean pay gap	8%
Median pay gap	29%

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**

<b>Quartile</b>	<b>Male</b>	<b>Female</b>
Lower	82%	18%
Lower-middle	88%	12%
Upper-middle	100%	0%
Upper	96%	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 bonus pay gap	41%
Median bonus pay gap	54%

The median 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. The vast majority of production employees are men.

Percentage of men receiving a bonus	90%
Percentage of women receiving a bonus	27%

This calculation reflects that the majority of employees who received a bonus at some time during the year are production employees, and the majority of the production employees are men.

I declare the contents of this report to be accurate.



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Joanne Cowl  
**Chief Financial Officer**