

Our 2020 Gender Pay Gap Report

Pay and Bonus Gap

Difference between men and women		
	Mean	Median
Hourly fixed pay	13.60%	2.75%
Bonus Paid	100.00%	100.00%

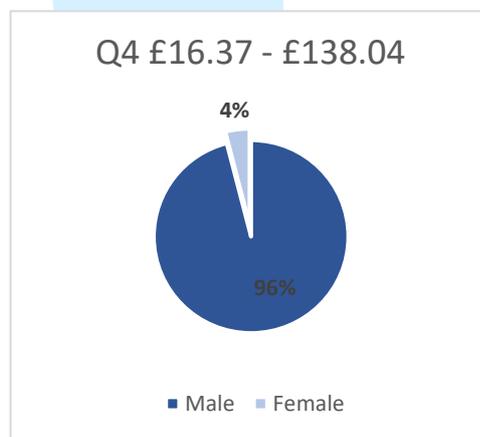
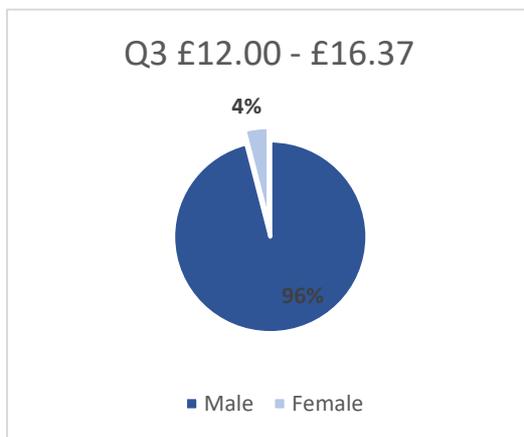
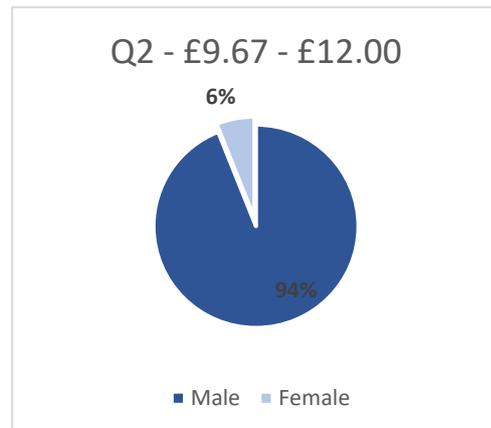
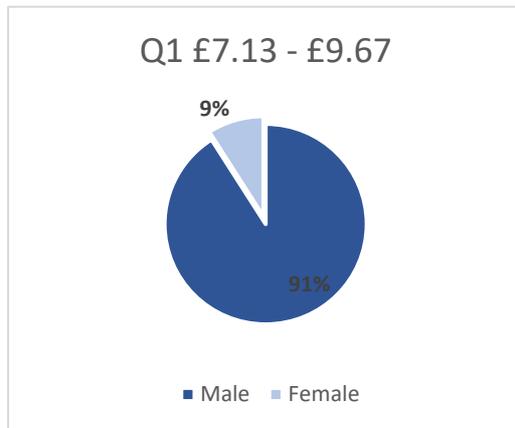
The table above shows our overall mean and median gender pay gap based in hourly rates of pay as at the snapshot date (i.e., 5 April 2020). It also captures the mean and median difference between bonuses paid to men and women at Anord Mardix UK in the year up to 5 April 2020.

The reasoning behind the 100% figure on median and mean bonus paid is due to no bonuses being paid in this period with exception to some outstanding payments, this small number of employees were all male in this instance.

Proportion of colleagues awarded a bonus



Pay Quartiles



The above image illustrates the gender distribution at Anord Mardix UK across four equally sized quartiles, each containing just over 155 employees.

We are confident that men and women are paid equally for doing equivalent jobs across our business. Although we have seen a significant improvement, we still have progress to make. We believe there is an imbalance within Engineering industries, and we work closely with local schools and colleges to encourage women into the engineering industry.

I confirm the data reported is accurate.

James Peacock
CEO
September 2021

