



April 2019

Hydro Extrusion UK Ltd - Gender Pay Gap Report

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data. We are required to publish the results on our own website and a government website.

We can use these results to assess:

- the levels of gender equality in our workplace.
- the balance of male and female employees at different levels.
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. Further details about how we intend to tackle our gender pay gap can be found by contacting me directly, contact details below.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We calculated this using data from our existing payroll system.

In terms of our results, details are as follows:

- Mean gender pay gap is 16%. Improving by closing the gap by 5.94% on 2017 reporting
- Median gender pay gap is 11.67%. Improving by closing the gap by 2.49% on 2017 reporting
- Mean bonus pay gap is 59.26%. Increasing the gap by 7.33% on 2017 reporting
- Median bonus pay gap is 0.00%
- Proportion of Males & Females receiving a bonus payment is Male 97% & Female 96%. Reducing the gap by 5% on 2017 reporting

Proportions of males & females in each pay quartile are:

Quartile	Male	Female
Upper	93%	7%
Upper Middle	91%	9%
Lower Middle	91%	9%
Lower	82%	18%

If you have any questions, please do not hesitate to contact me.

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