

## Introduction

As Aeromet employs more than 250 employees we are required to comply with Government regulations on gender pay gap reporting by publishing the details of our gender pay gap.

The gender pay gap is not the same as equal pay. Equal pay ensures that men and women receive the same pay for carrying out the same or equivalent work. The gender pay gap is a simple average figure for all employees within the organisation irrespective of the work that they do.

The figures in this statement have been reached using the mechanisms that are set out in the Government's gender pay gap reporting legislation. The snapshot date is 5<sup>th</sup> April 2017.

## The Results

The difference in mean pay of full pay men and women

23.4%

The difference in median pay of full pay men and women

11.8%

The difference in mean bonus pay of men and women

193.2% higher for women

The difference in median bonus pay of men and women

10% higher for women

The proportion of men and women who receive bonus pay

Male	Female
43.8%	34.6%

## Employees by pay quartile

	Male	Female
Upper quartile	93.4%	6.6%
Upper middle quartile	90.2%	9.8%
Lower middle quartile	90.2%	9.8%
Lower quartile	85.5%	14.5%

## Understanding our pay gap

The average gender pay gap in the UK in 2016 was reported at 18.1% and ours at 23.4% is high but the underlying reason for our gender pay gap is the unequal distribution of men and women across the company, not because of our pay policies or practices.

Aeromet operates in the manufacturing and engineering sector which is a traditionally male dominated industry. There are few women in senior leadership positions and few women in technical positions that attract a higher level of pay. Our gender pay gap reflects a wider societal norm, in the UK of all graduates in Aerospace engineering there are just 15.2% who are women.

Our bonus payments show a higher payment for women as individual performance bonus resulted in higher payments than the general attendance bonus attained by the majority of workers, the greater percentage being male.

Aeromet is committed to closing the gender pay gap by recruiting more women into our company. We have in the last twelve months been actively employing female apprentices across our sites and are ensuring that those females already employed are given the opportunity for advancement so benefitting our talent pool.

I confirm that the gender pay gap data in this report is accurate.

Simon Holliday  
Managing Director