

GENDER PAY GAP STATEMENT



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 5th April 2020.

Results

The difference in mean pay of full pay men and women: 13.0%

The difference in median pay of full pay men and women: 11.5%

The difference in mean bonus pay of men and women: 4.6% higher for women

The difference in median bonus pay of men and women: 5.0%

The proportion of men and women who receive bonus pay:

Male	Female
39%	28%

Employees by pay quartile

	Male	Female
Upper quartile	90.7%	9.3%
Upper middle quartile	85.3%	14.7%
Lower middle quartile	86.7%	13.3%
Lower quartile	76.3%	23.7%

Understanding our pay gap

As a company we are committed to improving gender balance as we feel it is fundamental to the success of our business. Our average gender pay gap for 2020 was 13%, an improvement on our 2019 figure of 24.2%. We have also seen an increase in the percentage of women in the upper and upper middle quartiles.

There are two main contributing factors to our gender pay gap; there are fewer women than men in senior and higher paid roles and the societal issues of fewer female graduates in Science, Technology, Engineering and Maths meaning less women applying for roles in our industry.

Our bonus payments show a higher average payment for women as a greater level of attendance throughout the year resulted in higher payments than that attained by the men.

We are pleased with the progress that we have made so far and will seek to continue to build on this through recruitment and progression. We also ensure that both men and women are paid equally for work of equal value and that everyone is given equal opportunity for advancement.

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

27/09/2021

Howard Kimberley

Howard Kimberley

Chief Executive

Signed by: Howard Kimberley