

Gender Pay Report 2017

Bridgnorth Aluminium Ltd, a producer of aluminium rolled products, located in Bridgnorth, Shropshire, is an equal opportunities employer and we are committed to fairness and equality such that all of our people feel valued and engaged.

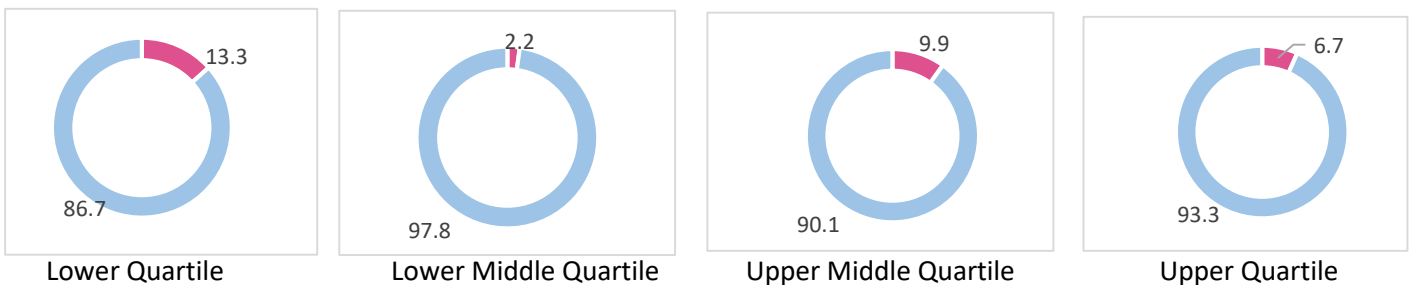
Every role in the organisation is open to both male and female employees. Pay rates for each role are defined by a mixture of responsibility required for the role, and market rates, and the company uses external benchmarking to maintain fair rates of pay.

As we employ more than 250 people, the Gender Pay Gap reporting legislation requires us to publish the pay gap between our male and female employees. Using the methodology required by the legislation, the data for Bridgnorth Aluminium is as follows:

As at the snapshot date, we had 32 female employees, equating to 8.7% of our total workforce. The number of female employees has been increasing both in absolute and percentage terms over the last years. At the start of 2018 we had 39 female employees equating to 9.9% of our workforce, of which 2 hold senior management positions and are members of our Leadership team.

The distribution of male and female employees across the company, segmented by pay quartile is shown below:

Proportion in each pay quartile



The Gender Pay Gap reporting methodology requires hourly pay rates to calculate the mean and median gender pay gap. Hourly pay includes shift allowances, call-out payments, and payments relating to trainers and our emergency response team, paid in recognition of the requirements to safely operate an industrial site of this size 24 hours 7 days a week. Analysis of our data shows that we did not have any female employees working shifts therefore no shift allowance was paid to them, and neither did we have female employees in the emergency response team.

The gender pay gap of the company at the snapshot date was:

Mean gender pay gap: 6.5% (mean hourly pay to male employees was 6.5% higher than to female employees).
 Median gender pay gap: -1.4% (median hourly pay to male employees was 1.4% lower than to female employees).

Excluding the effect of shift and other allowances as mentioned above the gender pay gap of the company at the snapshot date was:

Mean gender pay gap excluding shift and other allowances: -15.5% (mean hourly basic pay to male employees was 15.5% lower than to female employees)
 Median gender pay gap excluding shift and other allowances: -38.2% (median hourly basic pay to male employees was 38.2% lower than to female employees)

All employees are eligible for bonus schemes relating to productivity and quality, paid as a percentage of basic salary. All employees are also eligible for an attendance bonus and a Christmas bonus which are absolute amounts equal to all employees. The management team are eligible for a bonus based on the completion of

business, departmental and personal objectives, paid as a percentage of basic pay. At the snapshot date, our gender pay gap relating to bonuses was as follows:

Percentage of male employees receiving a bonus: 95.7%

Percentage of female employees receiving a bonus: 94.1%

Mean bonus Gender Pay Gap: 31.1% (mean bonus payments to male employees is 31.1% higher than to female employees)

Median bonus Gender Pay Gap: 4.5% (median bonus payments to male employees were 4.5% higher than to female employees)

Bridgnorth Aluminium also seeks to be a flexible employer, and we therefore allow part-time working in roles where this is appropriate. We have a higher percentage of female employees in part-time roles compared to male employees. It should be noted that the reporting guidelines do not provide an opportunity to take into consideration any differences for part time employees' data.

The gender pay gap is an indicator of the roles female employees have in a business, in relation to male employeesⁱ. Our data shows there is an under representation of female employees at all levels throughout the company, in common with many other companies in the engineering sector in the UK ⁱⁱ.

We have been actively working with local schools over the past few years as part of our partnership with Business in the Community which has seen our employees deliver presentations on STEM, assist extracurricular groups and have facilitated tours of our plant.

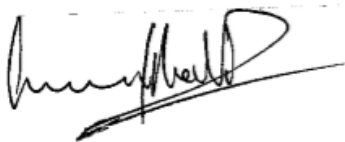


We work closely with colleges and universities and have successful apprenticeship and graduate programmes, both of which have seen an increase in the number of female employees in the business.

We undertake regular job evaluation to objectively assess the demands of each job and routinely review all aspects of pay and reward. We have a recognised trade Union onsite (Unite the Union) and staff and management representatives which we meet with regularly.

We will continue to be committed to providing a safe, rewarding and enjoyable environment for all our employees with decisions made on merit.

I confirm that the information in this report is accurate.



Simon MacVicker, Managing Director

ⁱ Managing Gender Pay Reporting, ACAS, March 2017

ⁱⁱ Woman's Engineering Society statistics document, Quote from Vince Cable says UK economy hampered by lack of female engineers, The Guardian, 4 Nov 2013