

# Our 2023 Gender Pay Gap Report

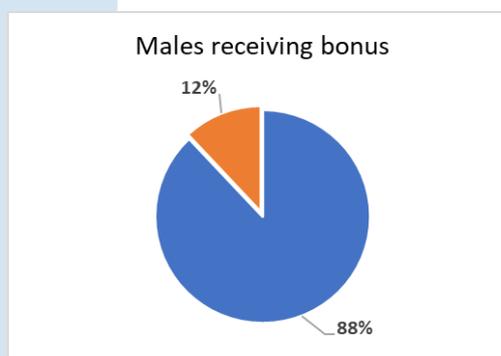
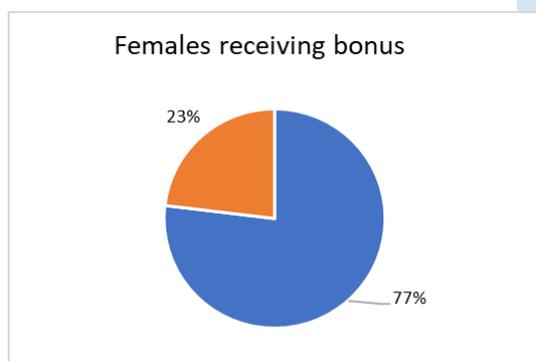
## Pay and Bonus Gap

Difference between men and women		
	Mean	Median
Hourly fixed pay	7.08%	2.05%
Bonus Paid	24%	24%

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 2023). 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 2023.

Our median gender pay gap is considerably lower than the UK national average of 14.3% and has decreased from 2.67% in 2022. Our mean Gender Pay Gap in bonus pay has also decreased from 2022.

## Proportion of colleagues awarded a bonus



The percentage of females receiving bonus has significantly increased from 61% in 2021 to 77% in 2023. There has been a decrease from 2022, the reasoning behind this is the way in which bonus is calculated, bonus pay for the year up to April 2023 was a % based on length of service. With some females typically having shorter length of service, we hope to see this improve in the future.

### Pay Quartiles



The above image illustrates the gender distribution at Anord Mardix UK across four equally sized quartiles.

Overall, females account for 12.4% of the workforce and males 87.6% which continues to impact the overall gap. However, we have seen steady improvement in this figure year on year from 4.2% female representation in 2018 to 12.4% in 2023. 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.

	2023	2022	2021	2020	2019	2018
Male	87.6%	90.3%	93.0%	94.1%	95.2%	95.8%
Female	12.4%	9.7%	7.0%	5.1%	4.8%	4.2%

We confirm the data reported is accurate and has been calculated in line with the regulations set out in the UK Gender Pay Gap reporting legislation.

Jessica Nisbet  
**Senior HR Business Partner**  
5<sup>th</sup> February 2024