

Our 2018 Gender Pay Gap Report

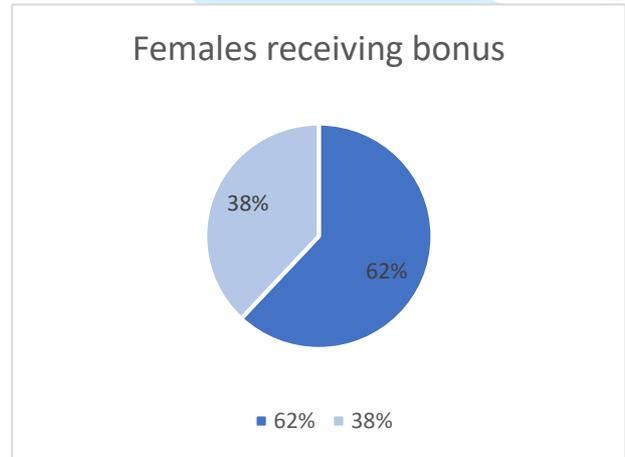
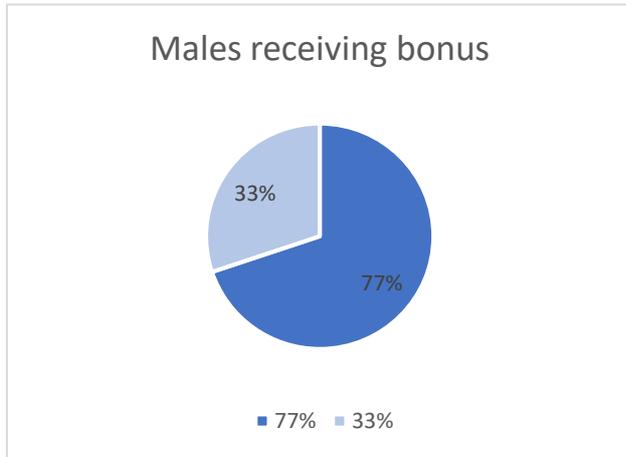
Pay and Bonus Gap

| Difference between men and women | | |
|----------------------------------|--------|--------|
| | Mean | Median |
| Hourly fixed pay | 14.68% | -8.00% |
| Bonus Paid | 37.01% | -587% |

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. 6 April 2018). It also captures the mean and median difference between bonuses paid to men and women at Anord Mardix UK in the year up to 6 April 2018.

The reasoning behind the negative figure on median bonus paid is the way in which production and office bonus are calculated, Production being based on length of service and attendance, office being based on performance, most female employees are office based.

Proportion of colleagues awarded a bonus for 2017/18



Pay Quartiles



The above image illustrates the gender distribution at Anord Mardix UK across four equally sized quartiles, each containing just over 120 employees.

We are confident that men and women are paid equally for doing equivalent jobs across our business. Although we have seen a significant improvement since we reported in 2017, we still have progress to make. We believe there is an imbalance in Engineering industries and we work closely with local schools and colleges to encourage women into engineering.

I confirm the data reported is accurate.

James Peacock
Managing Director
March 2019

