

Metal Improvement Company LLC

Gender Pay Gap – Snapshot Date 5th April 2017

Hourly Rate

Women's hourly rate is

17.7% LOWER (mean)	15.1% LOWER (median)
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Pay Quartiles

How many men and women are in each quarter of the payroll

<u>Top Quartile</u>		<u>Upper Middle Quartile</u>	
95.0% MEN	5.0% WOMEN	93.8% MEN	6.2% WOMEN
<u>Lower Middle Quartile</u>		<u>Lower Quartile</u>	
88.9% MEN	11.1% WOMEN	77.8% MEN	22.2% WOMEN

Bonus Pay

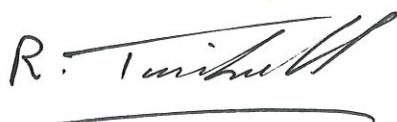
Women's bonus pay is

71.9% LOWER (mean)	1.9% HIGHER (median)
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Who received bonus pay

73.7% OF MEN	61.9% OF WOMEN
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We confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Richard Tincknell

European Financial Controller