

Metal Improvement Company LLC

Gender Pay Gap – Snapshot Date 5th April 2018

Hourly Rate

Women's hourly rate is

18.0% LOWER (mean)	13.0% 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>	
94.8% MEN	5.2% WOMEN	93.5% MEN	6.5% WOMEN
<u>Lower Middle Quartile</u>		<u>Lower Quartile</u>	
88.3% MEN	11.7% WOMEN	76.9% MEN	23.1% WOMEN

Bonus Pay

Women's bonus pay is

74.7% LOWER (mean)	22.2% LOWER (median)
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Who received bonus pay

72.5% OF MEN	67.4% 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