

Metal Improvement Company LLC

Gender Pay Gap – Snapshot Date 5th April 2019

Hourly Rate

Women's hourly rate is

13.9% LOWER (mean)	8.8% 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>	
92.9% MEN	7.1% WOMEN	90.6% MEN	9.4% WOMEN
<u>Lower Middle Quartile</u>		<u>Lower Quartile</u>	
91.7% MEN	8.3% WOMEN	79.8% MEN	20.2% WOMEN

Bonus Pay

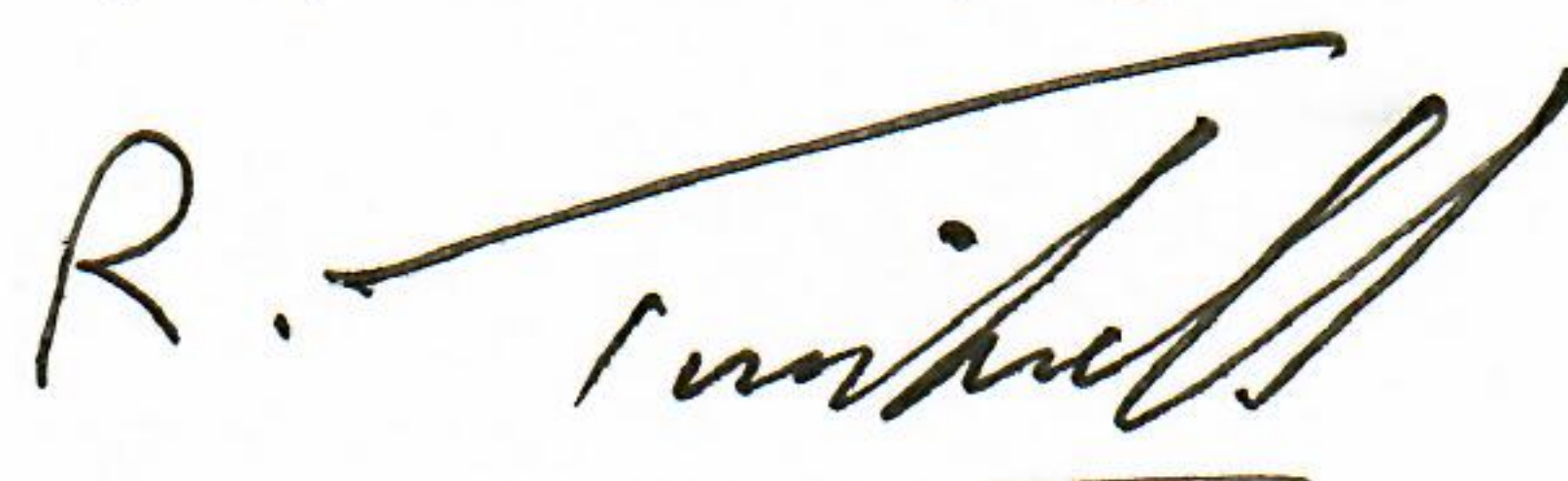
Women's bonus pay is

76.8% LOWER (mean)	2.8% LOWER (median)
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Who received bonus pay

71.8% OF MEN	68.9% 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