

## **Metal Improvement Company LLC**

### **Gender Pay Gap – Snapshot Date 5<sup>th</sup> April 2020**

#### **Hourly Rate**

Women's hourly rate is

|                       |                        |
|-----------------------|------------------------|
| 19.2%<br>LOWER (mean) | 2.7%<br>LOWER (median) |
|-----------------------|------------------------|

#### **Pay Quartiles**

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

| <u>Top Quartile</u>          |               | <u>Upper Middle Quartile</u> |                |
|------------------------------|---------------|------------------------------|----------------|
| 90.7%<br>MEN                 | 9.3%<br>WOMEN | 88.4%<br>MEN                 | 11.6%<br>WOMEN |
| <u>Lower Middle Quartile</u> |               | <u>Lower Quartile</u>        |                |
| 81%<br>MEN                   | 19%<br>WOMEN  | 81.4%<br>MEN                 | 18.6%<br>WOMEN |

#### **Bonus Pay**

Women's bonus pay is

|                       |                       |
|-----------------------|-----------------------|
| 85.9%<br>LOWER (mean) | 48%<br>LOWER (median) |
|-----------------------|-----------------------|

Who received bonus pay

|                 |                   |
|-----------------|-------------------|
| 69.8%<br>OF MEN | 56.3%<br>OF WOMEN |
|-----------------|-------------------|

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



**Stefanie George**

**Unit Controller**