

**Metal Improvement Company LLC**

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

**Hourly Rate**

Women’s hourly rate is

19.2% LOWER (mean)	2.7% 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>	
90.7% MEN	9.3% WOMEN	88.4% MEN	11.6% WOMEN
<u>Lower Middle Quartile</u>		<u>Lower Quartile</u>	
81% MEN	19% WOMEN	81.4% MEN	18.6% WOMEN

**Bonus Pay**

Women’s bonus pay is

85.9% LOWER (mean)	48% LOWER (median)
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Who received bonus pay

69.8% OF MEN	56.3% 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.



**Stefanie George**

**Unit Controller**