



## Gender Pay Gap Report 2017

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The regulations require companies with more than 250 employees at the snapshot date to publish information on their gender gap.

Alumasc Exterior Building Products Limited ("AEBP") is a subsidiary company of The Alumasc Group plc ("Alumasc"). As at 5 April 2017 AEBP employed 262 people with 207 of those being male.

### Supporting statement

Alumasc is confident that its gender pay gap does not reflect an equal pay issue nor is it related to paying males and females differently, rather it is a result of the gender mix within roles in its business. This is consistent with the pattern seen across its industry peers and the UK economy as a whole.

The analysis of the results shows:

Males make up a significant majority of the workforce

A higher proportion of males are in technical occupations which are typically higher paid

A higher proportion of males are in sales occupations which typically attract higher commissions than regular bonus awards

A higher proportion of females are in administrative/support roles which are typically lower paid roles

The majority of senior management roles are held by males, in turn these are attracting higher levels of participation in bonus and incentive roles

Alumasc is committed to diversity and equality in areas it can control as a business and it will continue to strive to address the gaps, ensuring policies, practices and processes are fair and free from bias. This includes but is not limited to: pay practices which ensure that males and females are paid equally for the same job; fair pay frameworks underpinned by job evaluation; and talent and resourcing practices that have gender neutral attraction and selection processes aimed at attracting and retaining the best person for the job.

I confirm that the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.

G. Paul Hooper

Chief Executive

The Alumasc Group plc

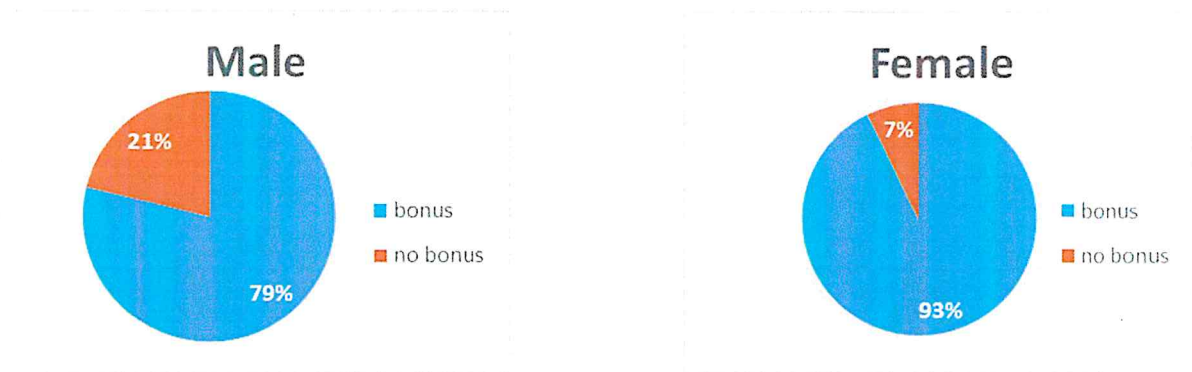
### Mean and median data

The average female employee hourly pay is 21.43% below that of a male employee, median hourly pay is 13.25% behind that of a male employee.

The average female employee bonus pay is 69.17% below that of a male employee, median bonus pay is 42.64% behind that of a male employee.

	Mean	Median
Hourly pay	21.43%	13.25%
Bonus	69.17%	42.64%

### Proportion of male and female employees receiving a bonus



### Proportion of male and female employees in each quartile band

