

The Alumasc Group plc ('Alumasc', 'Alumasc Group' or 'the Group')

Gender Pay Report 2020

### **Introduction**

Alumasc is a UK-based supplier of premium building products, systems and solutions, employing around 450 employees across six sites in the UK, and servicing a broad range of attractive niche markets in the building and construction sector. Almost 80% of Group sales are driven by building regulations and specifications (architects and structural engineers) because of the performance characteristics offered, and approximately 80% of Group sales derive from providing environmental solutions. The Group's growth is supported by its manufacturing and product know-how, new product development, and market leading customer service.

Alumasc recognises the strategic benefits that a diverse and inclusive workforce brings, and its recruitment, employment, training and promotion policies are designed to promote this.

The Gender Pay Gap regulations require the Group to report the following, at a snapshot date of 5 April each year:

1. Mean pay and bonus gap – the difference in average hourly pay/annual bonus between men and women;
2. Median pay and bonus gap – the difference in the middle value for hourly pay/ annual bonus between men and women, if arranged in order from highest to lowest;
3. Bonus proportion – the percentage of employees of each gender who received a bonus in the prior year; and
4. Gender and pay quartile distribution – the percentage of men and women in each pay quartile band, created by arranging employee pay values from highest to lowest, then dividing the list into four groups (quartiles), each containing the same number of employees.

The Gender Pay Gap is not the same as equal pay (paying men and women the same to carry out the same jobs). Alumasc is committed to equal pay and complies with all relevant legislation.

The regulations require Alumasc to disclose gender pay gap information for Alumasc Building Products Limited ('ABP Ltd'), the largest employer within the Group. Alumasc has also voluntarily disclosed its pay gap information for its entire UK Group; that is, including subsidiaries with fewer than 250 employees.

## Gender pay gap 2020

	ABP Ltd	Alumasc Group
Hourly pay gap		
Mean	27.7%	28.1%
Median	14.6%	20.1%
Annual bonus pay gap		
Mean	74.5%	66.3%
Median	10.0%	16.7%
Proportion receiving bonus		
Male	56.7%	52.1%
Female	63.9%	58.4%

  

Gender ratio by quartile - ABP Ltd

Quartile	Male	Female
Upper	91.4%	8.6%
Upper middle	72.0%	28.0%
Lower middle	62.4%	37.6%
Lower	69.9%	30.1%

Gender ratio by quartile - Alumasc Group

Quartile	Male	Female
Upper	88.8%	11.2%
Upper middle	72.0%	28.0%
Lower middle	62.6%	37.4%
Lower	71.0%	29.0%

### Key information

The figures above, representing a snapshot of gender pay information for ABP Ltd and Alumasc Group on 5 April 2020, shows that there are gender pay gaps in hourly pay and bonus awards, although women are proportionately more likely to be awarded a bonus than men. Members of our upper pay quartile are more likely to be men than women.

We are confident that men and women of equivalent skills and experience are paid equally for doing similar jobs across the Group. The main reason for our gender pay gap is the disproportionately higher representation of men in higher paying leadership and senior sales, technical and administrative roles. This is reflective of national and industry demographics and our history within the sector.

### Importance of diversity at Alumasc

We recognise the benefits that a diverse and inclusive workforce brings to an organisation. While we will always recruit the best available candidate for any role, regardless of gender, ethnicity, religion or sexuality, we also want to reduce our gender imbalance and our pay gap. This is an industry-wide problem and requires industry-wide action to address it. We therefore choose to work with recruitment partners who ensure diversity in their shortlists and are taking active steps to challenge sector preconceptions and attract more women into the building and construction industries. We also regularly review our employment practices and policies, to ensure they reflect the needs of both male and female employees throughout their careers.

Paul Hooper  
Group Chief Executive