

## Gender Pay Report 2019

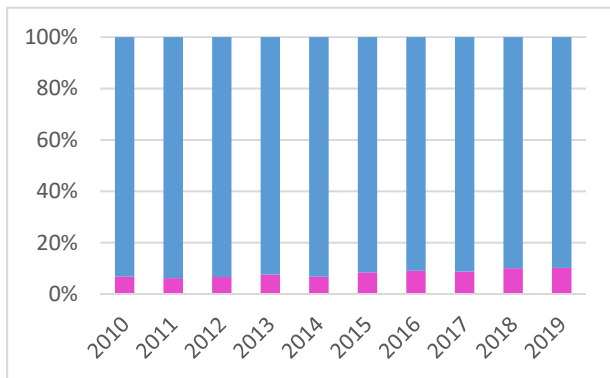
Bridgnorth Aluminium Ltd, a producer of aluminium rolled products, located in Bridgnorth, Shropshire, is an equal opportunities employer and we are committed to fairness and equality such that all of our people feel valued and engaged.

Every role in the organisation is open to all employees. Pay rates for each role are defined by a mixture of responsibility required for the role and market rates, with the company using external benchmarking to maintain fairness and parity.

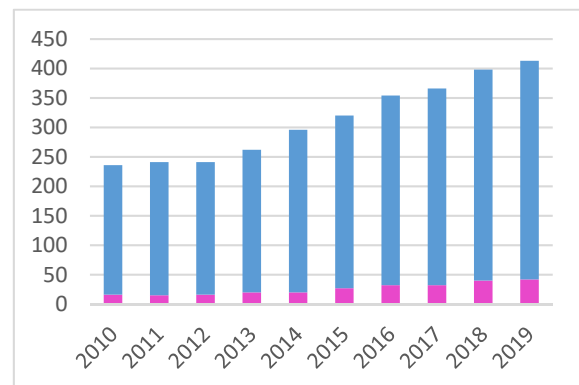
As we employ more than 250 people, the Gender Pay Gap reporting legislation requires us to publish the pay gap between our male and female employees. Using the methodology required by the legislation, the data for Bridgnorth Aluminium Ltd for 2019 is as follows;

### Male vs Female Split

As at the snapshot date, we had 42 female employees, equating to 10.17% of our total workforce. The number of female employees has been increasing both in absolute and percentage terms over the last 10 years as can be seen in the graphs below.

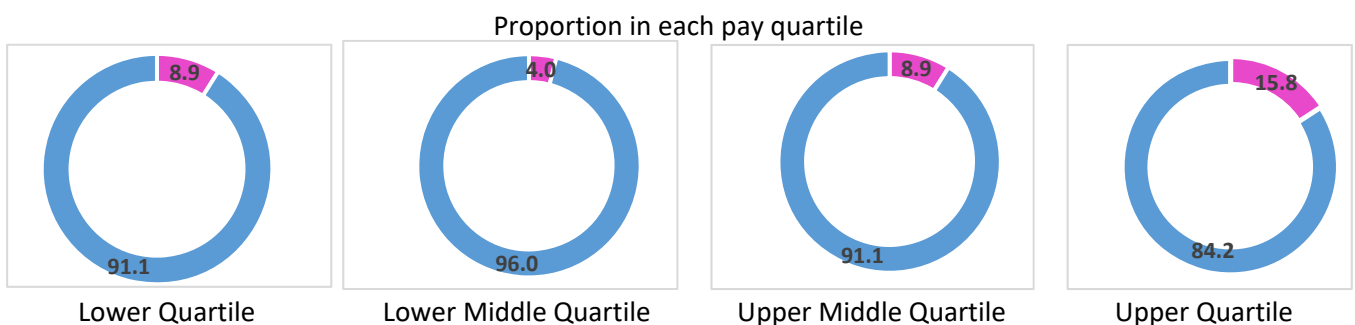


Percentage Terms



Absolute Terms

The distribution of male and female employees across the company, segmented by pay quartile is shown below:



The Gender Pay Gap reporting methodology requires hourly pay rates to calculate the mean and median gender pay gap. Hourly pay includes shift allowances, call-out payments, payments relating to being an internal trainer and a member of our emergency response team; all of which are paid in recognition of the requirements to safely operate an industrial site of this size 24 hours a day, 7 days a week, 363 days per year. Analysis of our data shows that we had only one female employee working shifts but did not have female employees in the emergency response team or as internal trainers.

## Gender Pay Gap

The gender pay gap of the company at the snapshot date of 5 April 2019 was:

Mean gender pay gap: 0.7% (mean hourly pay to male employees was 0.7% higher than to female)

Median gender pay gap: -6.9% (median hourly pay to male employees was 6.9% lower than to female)

As in previous years, we have also gone one step further than the regulations and have calculated the pay gap excluding the effect of shift and other allowances as mentioned above; with this calculation, the gender pay gap of the company at the snapshot date was:

Mean gender pay gap excluding shift and other allowances: -9.2% (mean hourly basic pay to male employees was 9.2% lower than to female employees)

Median gender pay gap excluding shift and other allowances: -35.7% (median hourly basic pay to male employees was 35.7% lower than to female employees)

## Bonus Gender Pay Gap

All employees are eligible for bonus schemes relating to productivity and quality, and this is paid as a percentage of basic pay. All employees are also eligible for an attendance bonus and a Christmas bonus, which are absolute amounts equal to all employees. The management team are eligible for a bonus based on the completion of business, departmental and personal objectives, paid as a percentage of basic pay. The timing of payments can fluctuate depending on the approval of annual accounts.

At the snapshot date, our gender pay gap relating to bonuses was as follows:

Percentage of male employees receiving a bonus: 100%

Percentage of female employees receiving a bonus: 100%

Mean bonus Gender Pay Gap: 16.7% (mean bonus payments to male employees is 16.7% higher than to female employees. This is compared with 31.1% in 2017 and 27.2% in 2018)

Median bonus Gender Pay Gap: 6.6% (median bonus payments to male employees were 6.6% higher than to female employees. This is compared with 4.5% in 2017 and 6.6% in 2018)

Bridgnorth Aluminium also seeks to be a flexible employer, and we therefore allow part-time working in roles where this is appropriate. We have a higher percentage of female employees in part-time roles compared to male employees. It should be noted that the reporting guidelines do not provide an opportunity to take into consideration any differences for part time employees' data.

We undertake regular job evaluation to objectively assess the demands of each job and routinely review all aspects of pay and reward. We have a recognised trade Union onsite (Unite the Union) and an Information and Consultation Committee with whom we hold regular meetings.

We will continue to be committed to providing a safe, rewarding and enjoyable environment for all our employees with decisions always being made on merit.

I confirm that the information in this report is accurate.

Simon MacVicker,  
Managing Director