



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

### **Gender Pay Report 2023**

#### **Introduction**

Alumasc is a UK-based supplier of premium, environmentally efficient building products, systems and solutions, employing over 400 employees across six sites in the UK. Approximately 80% of Group revenues are derived from solutions which address energy and water management, occupant wellbeing and biodiversity in the built environment. 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 hourly pay and bonus gap – the difference in average hourly pay/annual bonus between men and women;
2. Median hourly 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. Proportion receiving bonus – the percentage of employees of each gender who received a bonus in the prior year; and
4. Gender ratio by pay quartile – 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.

## Hourly pay gap

	ABP Ltd	Alumasc Group																														
<b>Mean</b>																																
2023	19.4%	15.4%																														
2022	24.2%	23.9%																														
2021	26.6%	27.6%																														
2020	27.7%	28.1%																														
<b>Median</b>																																
2023	11.3%	10.5%																														
2022	14.3%	19.2%																														
2021	14.2%	20.2%																														
2020	14.6%	20.1%																														
<b>Gender ratio</b>																																
By pay quartile: 2023	<table border="1"> <thead> <tr> <th>Quartile</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Upper</td> <td>86.0%</td> <td>14.0%</td> </tr> <tr> <td>Upper middle</td> <td>78.7%</td> <td>21.3%</td> </tr> <tr> <td>Lower middle</td> <td>61.7%</td> <td>38.3%</td> </tr> <tr> <td>Lower</td> <td>74.2%</td> <td>25.8%</td> </tr> </tbody> </table>	Quartile	Male	Female	Upper	86.0%	14.0%	Upper middle	78.7%	21.3%	Lower middle	61.7%	38.3%	Lower	74.2%	25.8%	<table border="1"> <thead> <tr> <th>Quartile</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Upper</td> <td>83.3%</td> <td>16.7%</td> </tr> <tr> <td>Upper middle</td> <td>75.3%</td> <td>24.7%</td> </tr> <tr> <td>Lower middle</td> <td>62.9%</td> <td>37.1%</td> </tr> <tr> <td>Lower</td> <td>73.5%</td> <td>26.5%</td> </tr> </tbody> </table>	Quartile	Male	Female	Upper	83.3%	16.7%	Upper middle	75.3%	24.7%	Lower middle	62.9%	37.1%	Lower	73.5%	26.5%
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## Annual bonus gap

	ABP Ltd	Alumasc Group																				
<b>Mean</b>																						
2023	72.1%	70.1%																				
2022	65.5%	66.2%																				
2021	72.3%	134.6%																				
2020	74.5%	66.3%																				
<b>Median</b>																						
2023	(130.0)%	(200.0)%																				
2022	95.0%	(80.0)%																				
2021	61.5%	60.0%																				
2020	10.0%	16.7%																				
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## **Key information**

The figures above, representing a snapshot of gender pay information for ABP Ltd and Alumasc Group on 5 April 2023, and comparative information 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.

We are however pleased that the gap in hourly mean and median pay by gender has decreased steadily since 2020, due to a slightly higher increase in female average pay rates over the period compared to the average for male employees, together with an increase in the proportion of females in middle and senior management positions that form the upper middle and upper quartile pay brackets.

## **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 a more diverse workforce 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