

# Our 2022 Gender Pay Gap Report

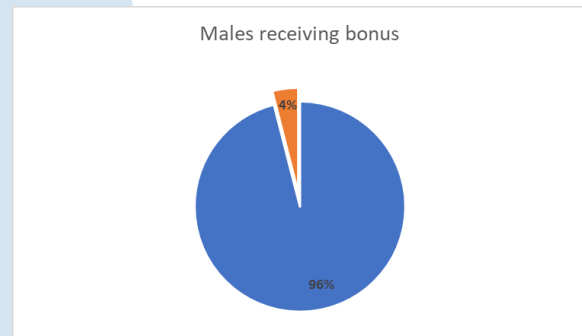
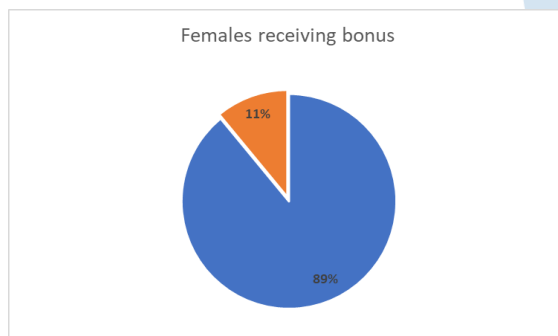
## Pay and Bonus Gap

Difference between men and women		
	Mean	Median
Hourly fixed pay	11.14%	2.67%
Bonus Paid	62.22%	-6.7%

The table above shows our overall mean and median gender pay gap based in hourly rates of pay as at the snapshot date (i.e. 5 April 2022). It also captures the mean and median difference between bonuses paid to men and women at Anord Mardix UK in the year up to 5 April 2022.

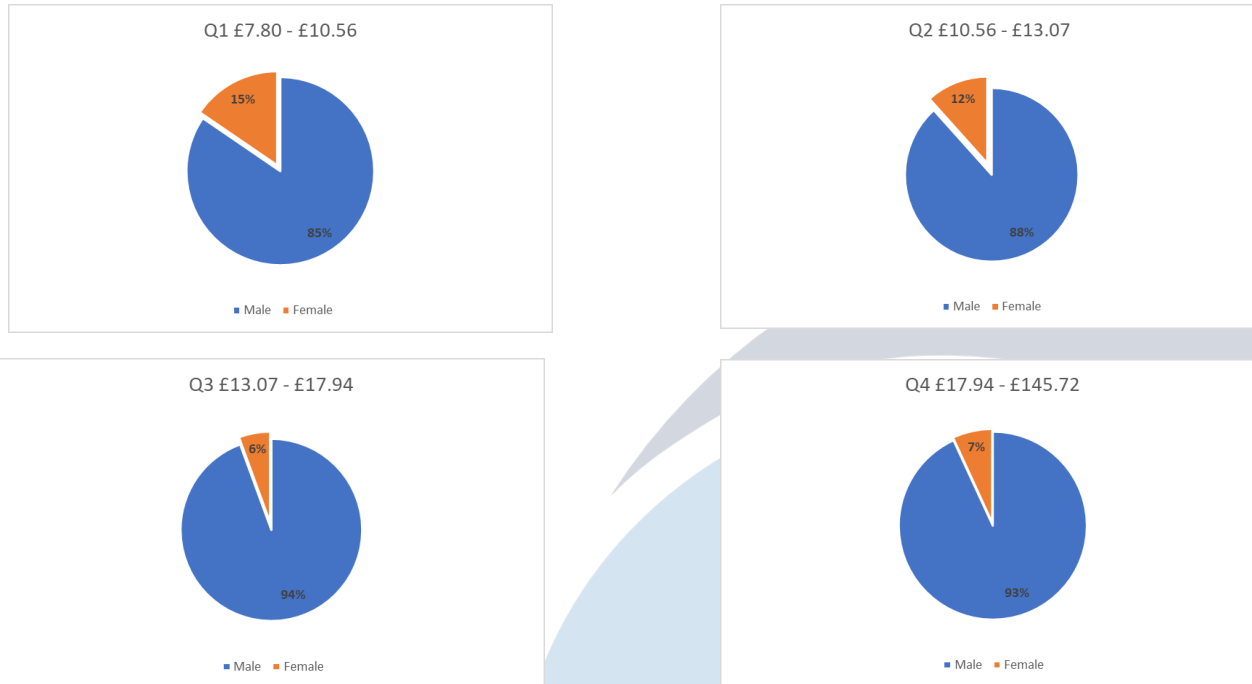
Our median gender pay gap is considerably lower than the UK national average of 14.9%. Our mean Gender Pay Gap in bonus pay has increased slightly from 61.4%, the reasoning behind this is the way in which bonus is calculated, bonus pay for the year up to April 2022 was a % based on length of service. With some females typically a having shorter length of service, we hope to see this improve in the future.

## Proportion of colleagues awarded a bonus



The percentage of females receiving bonus has significantly increased from 61% in 2021 to 89% in 2022.

## Pay Quartiles



The above image illustrates the gender distribution at Anord Mardix UK across four equally sized quartiles, each containing an average of 198 employees.

Overall, females account for 9.7% of the workforce and males 90.3% which continues to impact the overall gap. However, we have seen improvement in this figure year on year from 4.2% female representation in 2018 to 9.7% in 2022. We are confident that men and women are paid equally for doing equivalent jobs across our business. Although we have seen a significant improvement, we still have progress to make. We believe there is an imbalance within Engineering industries, and we work closely with local schools and colleges to encourage women into the engineering industry.

	2022	2021	2020	2019	2018
Male	90.3%	93%	94.1%	95.2%	95.8%
Female	9.7%	7%	5.1%	4.8%	4.2%

We confirm the data reported is accurate and has been calculated in line with the regulations set out in the UK Gender Pay Gap reporting legislation.

Jessica Nisbet  
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