



Gender Pay Report 2019

To calculate our Gender pay gap, we have taken the pay data of 342 colleagues from A & B Glass. Male 276 and Female 66.

Gender Pay Gap		
	Median	Mean (Average)
Gender pay gap	4.23%	19.28%

Our Median Gender pay gap is 4.23% which is still significantly below the UK Median Pay Gap.

Our analysis shows that the gap is largely driven by:

- Career and lifestyle choices – more male colleagues work shifts at times that offer premiums, such as Shift Allowance.
- More Male colleagues are on senior positions.
- For the same role, regardless of gender, all our hourly paid colleagues are paid at the same rate and premium hourly rate.
- Due to the industry this attracts a higher percentage of males than females. However, our recruitment policy is aimed at attracting both male and female employees.

Bonus Gap		
	Male	Female
% of colleagues receiving a Bonus	69.93%	40.91%

Bonus Gap	Median	Mean
	44.68%	42.18%

Pay Quartiles				
	Q1	Q2	Q3	Q4
Male	77%	83%	76%	90%
Female	23%	17%	24%	10%

Our Pay quartiles confirm that a key driver of our gender pay gap is that a significant proportion of our colleagues are women in hourly paid roles, while a higher proportion of men are in more senior, salaried roles.