

# GENDER PAY REPORT 2017

**AETC LTD**

All data correct as at 5th April 2017



## AETC

### Pay and Bonus difference between women and men

	Mean	Median
Average pay per hour	14.3%	10.5%
Bonus	30.2%	4.5%

\* This is the percentage that females average pay is lower in comparison to males average pay

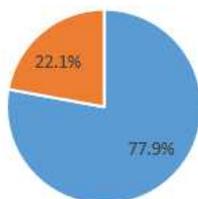
### Percentage of employees receiving a bonus

Male	62.6%
Female	72.5%

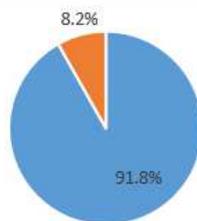
### Pay Quartiles

■ Male ■ Female

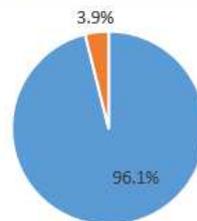
#### Lower Quartile



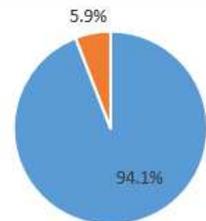
#### Lower Middle Quartile



#### Upper Middle Quartile



#### Top Quartile



## Introduction

In 2018, companies across the UK with over 250 employees are required to report on their gender pay gap. At the data capture date (5<sup>th</sup> April 2017), AETC employed 409 people across two UK sites, with females representing 9.77% of our total workforce.

The gender pay gap is not the same principle as equal pay, which essentially ensures that men and women receive the same pay for undertaking identical or equivalent work. The gender pay gap is a simple average figure for all employees within our UK workforce, irrespective of the work that they carry out for the Company.

## Commitment

AETC is committed to creating, maintaining and promoting a diverse workplace, which empowers all employees to achieve their full potential. The Company places great importance on encouraging career progression for all employees, regardless of gender and this forms a distinct part of our leadership focus / strategy.

In support of this we offer a varied range of developmental programmes which will continue to ensure talent development across future generations.

## Our results

Our results have been calculated and reported in line with Gender Pay Reporting Regulations.

AETC's figures show that the median average pay of all our female employees is 10.5% lower than our male workforce. This is much more favourable for women than the UK national average of 18.1% (Office for National Statistics 2016)

## Background

AETC operates within the UK engineering and manufacturing sector, which historically has a significantly higher proportion of male employees.

This trend is certainly the case at AETC and is the primary driver for the gender pay gap shown. Women are represented less in the higher pay quartiles, again due to there being proportionally more men in the workplace.

To combat the gender pay gap, AETC takes a structured approach to pay which includes set pay bands for all employees in production areas and fair pay determination assessments in other areas of the business.

In conjunction with our Parent Company, Precision Castparts Corp., we also promote a profit sharing bonus scheme, which is consistently applied to our workforce.

In addition, the Company will continue to encourage females to follow and develop a career within the engineering sector wherever possible.

## Pledge

AETC will continue to monitor our gender pay gap records and will maintain its position of attracting, retaining and investing in our talent across all employees and all sections of the business.

***I confirm that the data reported for AETC is accurate***

*Jill Lewis*

Jill Lewis, Group HR Manager