

Gender Pay Gap 2023

AESSEAL plc

Gender Pay Gap & AESSEAL plc

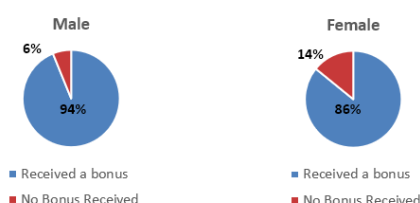
The gender pay gap represents the difference in hourly pay between men and women within the same organisation. The pay gap is not the same as equal pay and is a complex issue. There may be a gender pay gap, for example, in a business employing an unequal split of men and women in different pay quartiles or where there is a divided labour market. Across the economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Women are still more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. These factors influence the gender pay gap.

AESSEAL® is committed to equality of opportunity for all and the Company is confident that any gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

Mandatory Reporting Requirements

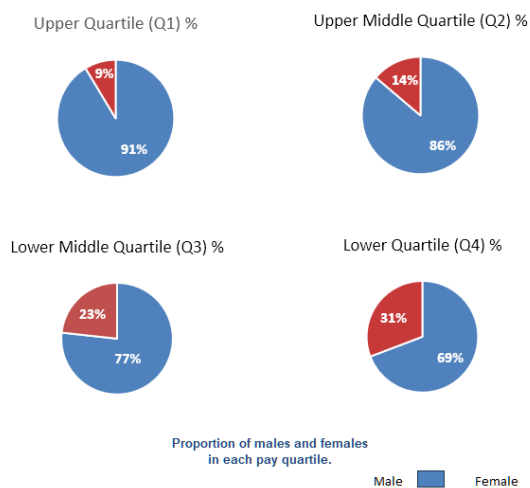
Gender Pay & Bonus Gap		
	Mean (Average)	Median (Middle)
Gender Pay Gap	25%	21%
Gender Bonus Gap	52%	0%

Proportion of staff receiving a bonus



Bonus relates to bonus payments made in the 12 months prior to the relevant pay period (inclusive of Long Service Awards)

Pay Quartiles



Proportion of males and females in each pay quartile.

Male Female

The Company's gender pay gap statistics are based on 465 employees who received full pay during the relevant pay period. The gender bonus gap relates to 506 employees who were employed during the 12 months prior to the relevant pay period and received a bonus during that year.

As is the case with most engineering companies, AESSEAL® operates in a historically male-dominated industry and therefore does have challenges in terms of an uneven gender split between men and women, particularly for those further on in their careers.

The overall male/female split is 81%/19% which is the same as in 2022.

Changes in the pay data

The overall mean pay gap has increased slightly from 23% to 25%. The median pay gap has increased from 20% to 21%.

For there to be no gender pay gap, there would need to be an equal ratio of men to women in each quartile. The percentage of male and female employees in each quartile varies from as low as 9% in the upper quartile to 31% in the lower quartile. The number of females in each quartile also varies from as low as 10 in the upper quartile to as high as 36 in the lower quartile. It is these variances from the overall male / female split of 81% / 19% which affect the pay gap.

The lower percentage of females than the overall of 19% in the two upper quartiles, where the hourly rates are higher, is what results in the overall pay gap. The pay gaps within each separate quartile are much lower than the overall, with only a 2% mean pay gap in the upper quartile and a -2% mean pay gap in the lower quartile.

The Company has a negative median pay gap in the two lower quartiles. This again is due to the increase in percentage of female employees joining the business at the start of their careers and these female employees progressing in the organisation. There will be a period of time until these females have progressed in their careers enough to influence the top quartiles.

The percentage of all employees receiving a bonus has increased from 79% in 2022 to 92% overall in 2023. Of our female employees, 86% received a bonus in 2023, compared with 94% of our male employees. The median bonus pay gap for 2023 remains 0%. The mean bonus pay gap is 52%. It is this difference in the median and the mean bonus pay gap which has also affected the overall gender pay gap. Whilst most of our employees receive a fixed bonus (resulting in a median of 0%), the higher bonus payments are generally performance-related bonuses and are paid to roles which have a higher proportion of males than the overall figure of 81%. An example of this is the UK external sales team which is all male.

What are we continuing to do to address our gender pay gap?

We are committed to doing everything we can to reduce the pay gap. This includes efforts to increase the overall percentage of females within the organisation. The results of this are already being seen in the lower quartiles and we are confident that this will improve as these employees progress in their careers and have a positive impact on the gender pay gap. This is evidenced in the increase in the proportion of females in the lower quartile from 27% in 2022 to 31% this year.

We continue to strengthen relationships with local schools, colleges, and universities to help develop the confidence of students within STEM subjects (Science, Technology, Engineering and Maths) and to raise awareness of career opportunities available within the engineering sector, actively encouraging individuals of any gender to consider their futures within our sector. This includes local careers events and fairs. In addition, the Company continues to sponsor local STEM initiatives including being a Gold Sponsor of the annual Get Up to Speed Event (GUTS). This is a free event for students, teachers and parents, showcasing career opportunities in science, technology, engineering, and manufacturing. The Company also continues to drive initiatives with regional universities including scholarships and bursaries for female engineering students, as well as sponsoring 'Women in Engineering' events. There has also been a recruitment drive for engineering placement students, with female students making up three quarters of this year's intake.