

Amann Threads UK Ltd Gender Pay Gap Report 2021



Introduction

Following the introduction of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the UK Government requires employers with more than 250 employees to report on specific metrics using snapshot data from 5th April in the year to which the required information relates.

The report is intended to encourage employers to take informed action to close their gender pay gap where one exists. The results are based on **MEAN** and **MEDIAN** measures

The **MEAN** is defined as the average of a range of values. It is obtained by dividing the sum of all the values by their number. The mean gender pay gap shows the difference in the average hourly earnings and bonus of male and female employees, expressed as a percentage of male employees' earnings.

The **MEDIAN** is defined as the mid-point value in a range of values. It is the figure that falls in the middle when employee pay and bonuses are organised from smallest to largest. The median gender pay gap shows the difference in the mid-point hourly earnings and bonus of male and female employees, expressed as a percentage of male employees' earnings.

As a Global business it is our aim to employ a 50:50 split amongst gender across the world by 2025.

This report takes that measure a step further by considering the impact of that split to demonstrate a diverse spread amongst job group levels and positions within the UK production site situated within the North west.

As the Managing Director of Amann Threads UK Ltd, I confirm that the data reported is accurate as of the snapshot date of 5th April 2021

David Johnston

David Johnston
For and on Behalf of Amann Threads UK Ltd

What we report on and why...

Mean gender pay gap in hourly pay

Median gender pay gap in hourly pay

Mean bonus gender pay gap

Median bonus gender pay gap

Proportion of males & females receiving a bonus payment

Proportion of males & females in each pay quartile



Gender Pay Gap Results

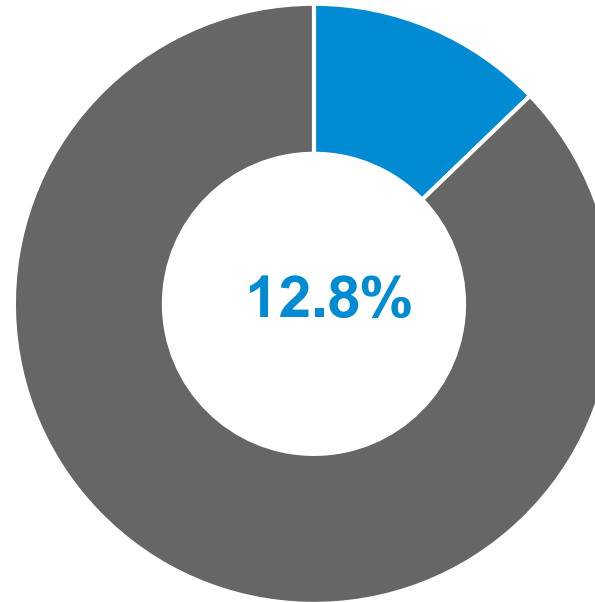
Our gender pay gap is 12.8%. Which is considerably less than the UK national average of 15.5%*.

This means that for each £1 earned by males throughout the organization, women earn on average 13p less

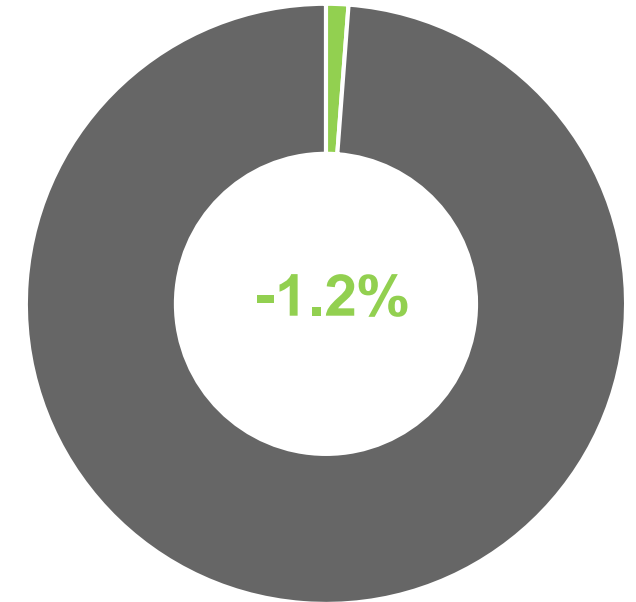
Our median figure -1.2%

This means that at a mid-point men earn 11p less for each £1 earned by women

Mean Gender Pay Gap



Median Gender Pay Gap



The gender pay gap at Amann Threads UK Ltd is due to a larger population of males within the workforce who are in the more senior positions but also more males who work the night shifts which attract the higher levels of shift premium.

Gender Bonus Pay Gap Results

(earned in 12 months preceding 5 April 2021)

Each employee within ATUK is part of a bonus scheme which operates between the months of December through to November.

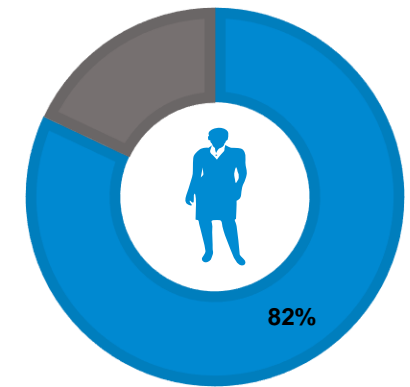
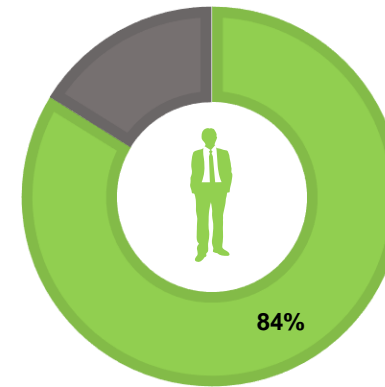
Overall, 83.1% of all employees received a bonus

16.9% joined ATUK between December 2020 – March 2021, therefore were not eligible within the snap shot period

There are several factors to take into account when looking at these figures:

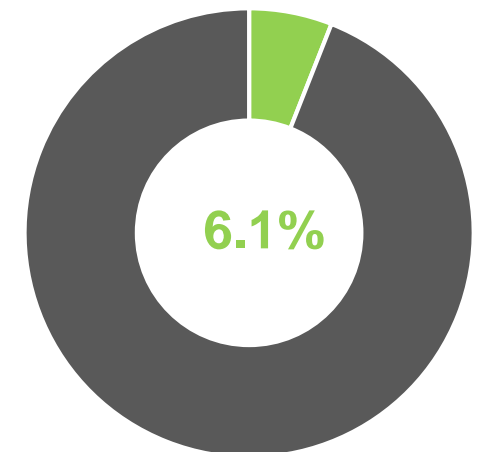
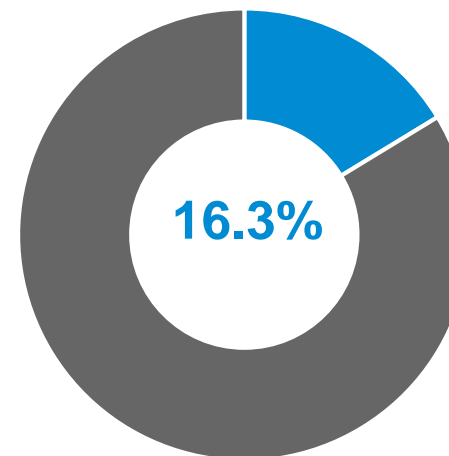
- The main site bonus offers an element driven by the individual levels of attendance. 78% of eligible males received this element against 73% of females.
- 32% more males joined the organisation on the higher premium shifts (21.7% (m) v 15% (F)) throughout the year who received a prorated value of the annual bonus.
- The other driver of our disparity is due to more senior positions being held by males with an average length of service of 30 years+

Proportion of males & females receiving a bonus payment

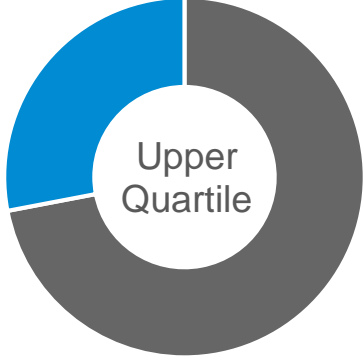
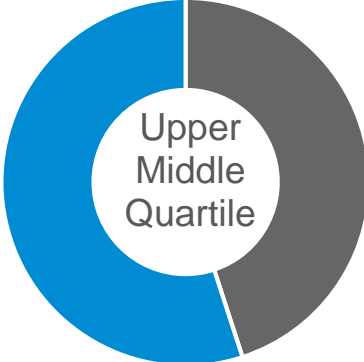
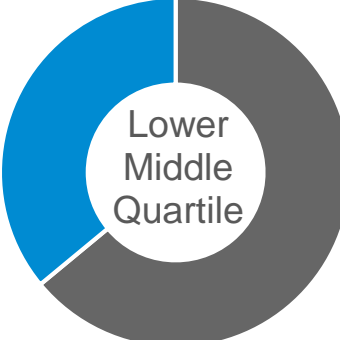
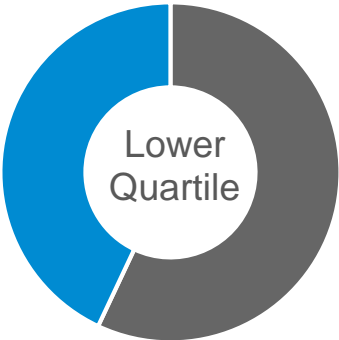


Mean Gender Pay Gap

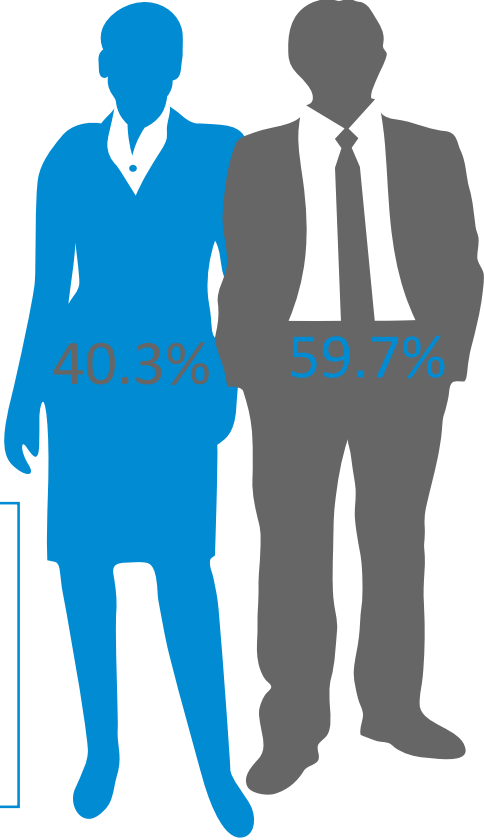
Median Gender Bonus Gap



Gender Population Across the Workforce



Amann Threads UK Ltd employees



As part of the Gender Pay Gap report, ATUK have to demonstrate the distribution of genders across 4 pay quartiles, each containing equal numbers of employees.

In the case of the lower middle quartile, this is mainly due to the fact that we have 70% more males working on a 12 hour shift pattern than females. This is including 12 hour night shifts which currently has a split of 82% male versus 18% female

The upper quartile disparity is mainly due to length of service of males within the higher positions of the company (M:25.4 'V' F:2).

How we got here and our next steps...

Over the last 4 years ATUK have been working to improve the distribution of females throughout all levels of the business, but in particular that of the higher and middle management positions.

4 years ago, there were no females within the senior level of management and no females within the next level of management.

Today, we see an improvement of nearly 30% female representation within the Senior level and 20% in the middle level of management.

We have also completed a management development programme which saw 32 employees selected as part of the succession plan and upskilling agenda. This group was made up of 34% females

We will continue at looking for ways in which to close the gender pay gap further whilst still ensuring that our recruitment process remains fair to all

