



AllanWebb®

Gender Pay Gap Report 2023



INTRODUCTION

At Allan Webb, we remain committed to creating and maintaining a working environment that is inclusive and diverse which provides opportunities for all our colleagues. But as a defence company, we operate in a sector that continues to be male dominated and our challenge remains primarily an issue of representation. For us, having more women across the business, and particularly in senior leadership roles, is key to our long-term strategy.

April 2023 marks our first year of reporting on Gender Pay Gap and it is an important part of understanding how we are performing against our diversity, equality, and inclusion goals.

This report has been compiled in accordance with the UK Government's mandatory gender pay gap reporting requirements and guidance.



Andrew Lloyd • Managing Director

DEFINITIONS AT A GLANCE

Negative Earnings Gap (-%):

A negative percentage figure indicates a pay gap in favour of women.

Mean: The mean gender pay gap is calculated by adding up all of the pay of AWL employees and dividing it by the number of employees.

Median: The median gender pay gap is calculated by lining up all of AWL employees' pay and finding the mid-point for both men and women. The difference between those two mid-points is the median gender pay gap.

EQUAL PAY

The difference between **equal pay** and the gender pay gap



Equal pay - paying women and men the same for performing the same or equal work.

Nationally, one of the main reasons for the gender pay gap is that men are more likely to be in senior roles.



Gender pay gap - is the difference between the average pay of all **men** compared to the average pay of all **women** in an organisation.



On our 'snapshot' date of 5th April 2023 21.51% of our workforce were **women** and 78.49% were **men**.

GENDER PAY GAP

We have a mean gender pay gap of

-21.91%

and a median gender pay gap of

30.36%

The latest figures from the Office of National Statistics (ONS) dating from 2023 found that the median UK gender pay gap is 14.3%

PAY QUANTILES

Percentage of Male and Female employees in each pay quartile

QUANTILES	MEN	WOMEN
UPPER	86.36%	13.64%
UPPER MIDDLE	96.97%	3.03%
LOWER MIDDLE	86.36%	13.64%
LOWER	44.78%	55.22%

The chart above shows the distribution of men and women at Allan Webb within four pay quartiles. The Upper Quartile is the highest paid quarter of our workforce and the Lower Quartile is the lowest paid quarter of our workforce. The Upper Middle Quartile and Lower Middle Quarter divide the remaining employees accordingly.

Pay quartile data shows that our population is made up predominantly of men in the upper, upper middle and lower middle quartiles. This data largely demonstrates the reason for our gender pay gap.

BONUS GAP

To ensure we comply with the statutory reporting requirements, we must include data relating to any bonus payments paid to our employees. For this year's report it includes bonuses paid between March 2022 to April 2023.

a mean gender bonus gap of

-10.53%

a median gender bonus gap of

0%



70.00%
men received a bonus compared to

68.85%
of women





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WHAT WE ARE DOING TO CLOSE THE GAP

Together with the rest of the defence industry, we recognise that we have a shortage of women in senior roles. This is not where we want to be and we would like to improve our position.

We will continue to actively support and develop our talented employees, as well as trying to increase the proportion of women working within the Upper, Upper Middle and Lower Middle Pay Quartiles at Allan Webb, including seeing an increase in senior female engineering roles across the company, because we believe this will create a more diverse and strong business.

