

# 2017 GENDER PAY GAP REPORT - Crewe, U.K.

With effect from 6<sup>th</sup> April 2017, legislation requires employers with 250 or more employees to publish and report specific figures about their gender pay gap.

Employers must both:

- Publish their gender pay gap and a written statement on their public-facing website
- Report their data to government online

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## The calculations:

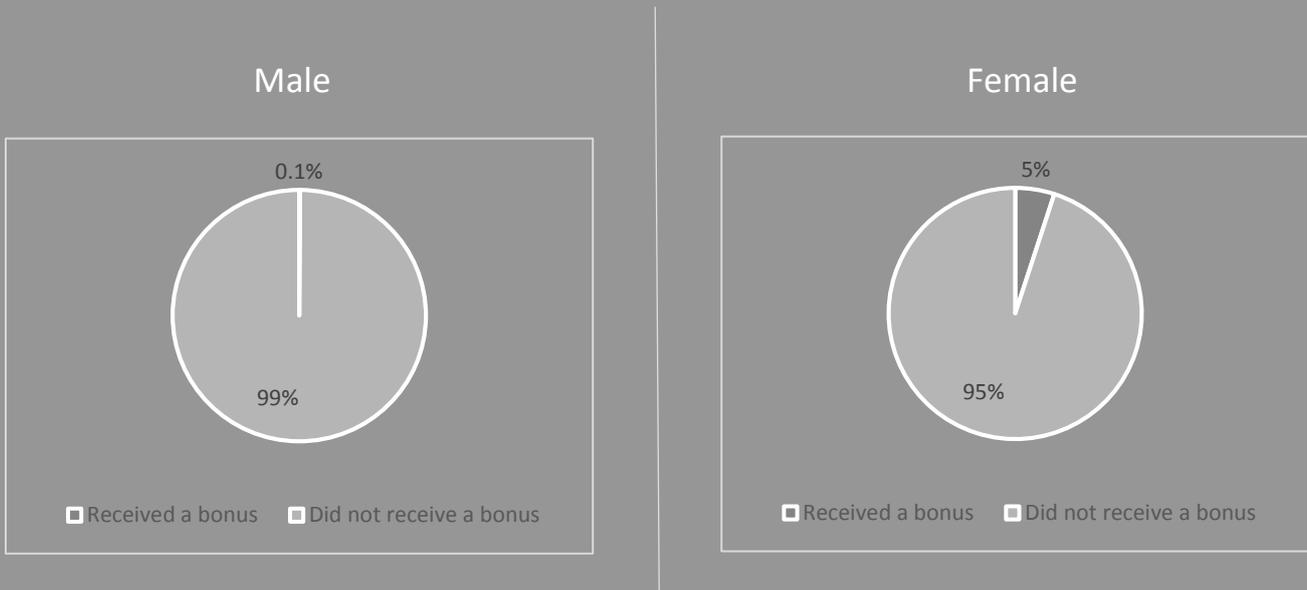
What does the table below show?

The table below shows the mean and median gender pay gap based upon hourly rates of pay as at the snap shot date 5<sup>th</sup> April 2017.

It also shows the mean and median difference between bonuses paid to men and women in the year up to 5<sup>th</sup> April 2017.

<b><i>Pay &amp; Bonus Gap</i></b>	Mean	Median
Hourly pay	11.25%	20.70%
Bonus pay	-154.76%	50%

## The proportion of Males & Females receiving a bonus



The above shows that 1% of males and 5% of females received bonuses up to and including 12 months of the snap shot date.

## Pay Quartiles



Chromalloy as a group are over 4,000 people strong, with locations around the globe. We operate with a set of 5 values that guide every Chromalloy employee every day, through all of our processes, initiatives and with every customer interaction. We believe in teamwork and work together to achieve success.

To reduce the gender pay gap we are reviewing our policies including flexible working, absence management, maternity and paternity where employees representation is involved in the process to manage family-friendly leave successfully.

We train, support and develop line managers to adapt with any new or updated policies. In 2016, we began a Frontline Leadership Programme to equip our line managers with the right skills, knowledge and tools to perform their job effectively.

I confirm that the data reported is accurate.



Paul White

Finance Director

19 March 2018