

For the first time in April 2018, UK companies employing 250 or more employees were required to report on their gender pay gap. It is important to note that the gender pay gap reporting figure is different to from equal pay, which has been illegal since 1970. The Gender pay gap is therefore not reporting disparities in earnings between men and women doing the same job.

Gender pay gap reporting assesses levels of equality in the workplace in terms of male and female participation by understanding the difference in average earnings of men and women across the entire organisation, including their bonuses.

In April 2018 when we reported our gender pay gap for the first time, the figure looked at our average pay gap as at 05 April 2017. This figure was 24.41%. We acknowledged that our Gender pay gap was higher than we would like and we committed to reducing it.

This gap was due entirely to the relative number of men and women at senior management levels within the business and is not a disparity for colleagues doing the same job.

As with many manufacturing businesses we have traditionally employed more females in our front line operations, with the majority of our employees being long servers.

At Aimia we are committed to treating our people equally, regardless of their age, disability, gender, race, religion or belief, sex, sexual orientation, marriage and civil partnership or pregnancy and maternity.

- Our Gender pay gap for the year ending April 2018 has fallen to **22.63%**
- In this year, our total headcount grew by 3.5%, with the percentage of female employees increasing by 9.3%, increasing the total number of female employees throughout the organisation
- 12 female employees were promoted into more senior positions during this period
- An equal number of women and men received a salaried merit increase (outside of RPI increases) throughout this period

Whilst our pay gap figure for 2018 shows an improvement versus 2017, much of which is still related to the high level of female front line staff we employ, we recognise that this is still too high and are committed to improving this still further over the coming months and years.

During 2018:

- We reviewed our existing, mentoring scheme and replaced it with a talent review program linked to PDR completion.
- We used our staff survey to complete a benefit review to understand what benefits were most important to our employees and we made commitments to review benefits that were not currently in place but were highly sought.

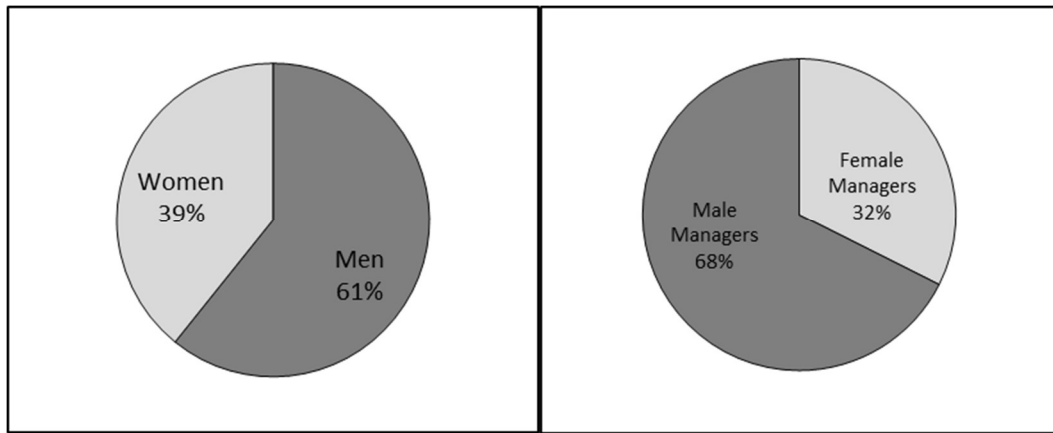
As we move through 2019, we will continue to:

- Amend our recruitment practices to remove gender identification from CV's
- Refine, improve and implement our in-depth PDR process and talent review program
- Deliver against individuals training and development needs, linked to individuals future career goals

- Support new and existing flexible working requests
- Provide a supportive and family friendly working environment
- Act on the feedback from our annual Employee Engagement Survey

During 2019 we will also commit to:

- Reviewing all of our policies to ensure fairness for all employees
- Reflect on any findings from the Gender Pay Gap reporting when considering any future pay review.
- Relaunch our Equal Opportunities Policy and Code of Conduct
- Conduct training in business ethics.
- Carry out a detailed and thorough senior management succession planning process



		2018
Mean Gender Pay Gap		22.63%
Median Gender Pay Gap		23.41%
Mean Bonus Gender Pay Gap %		0.00%
Median Bonus Gender Pay Gap		0.00%
Proportion of Males Receiving bonus		0
Proportion of females Receiving bonus		0
Proportion of males and females in each quartile band	Lower Quartile Men	39%
	Lower Quartile Women	61%
	Lower Middle Quartile Men	68%
	Lower Middle Quartile Women	32%
	Upper Middle Quartile Men	59%
	Upper Middle Quartile Women	41%
	Upper Quartile Men	74%
Upper Quartile Women	26%	