

AIM Altitude UK Limited - 2021

Gender Pay Gap and supporting statement

As an employer with more than 250 employees we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data.

We are required to publish the Gender Pay Gap as at 5 April 2020. The report for AIM Altitude UK Limited is as follows:

- The mean gender pay gap is 16.05%
- The median gender pay gap is 10.93%
- The mean gender bonus gap is 23.92%
- The median gender bonus gap is 17.90%
- The proportion of different genders receiving a bonus payment is 64.29% male, 47.29% female
- The proportion of different genders in the lower pay quartile is 64% male, 36% female
- The proportion of different genders in the lower-middle pay quartile is 88% male, 12% female
- The proportion of different genders in the upper-middle pay quartile is 78% male, 22% female
- The proportion of different genders in the upper quartile is 90% male, 10% female

Under existing law, men and women must receive equal pay for:

- The same, or broadly similar, work
- Work rated as equivalent under a job evaluation scheme.
- Work of equal value

The company is committed to the principle of equal opportunities and equal treatment for all employees, regardless of race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

Women currently represent 20.84% of our workforce. The pay quartiles above show that women are less well represented in the higher pay quartiles due to proportionally more men than women working in senior roles.

We strive continually to improve our gender pay gap and will publish the results as at April 2020 by 5th October 2021 (the extended deadline due to Covid 19).

Mark Stoddart

CFO