



ACO Gender Pay Gap Report 2022

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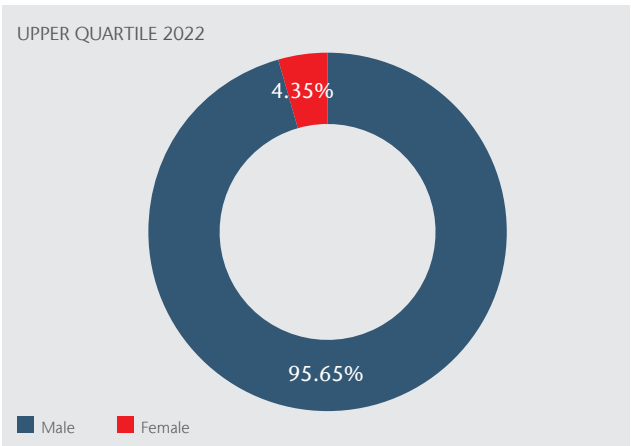
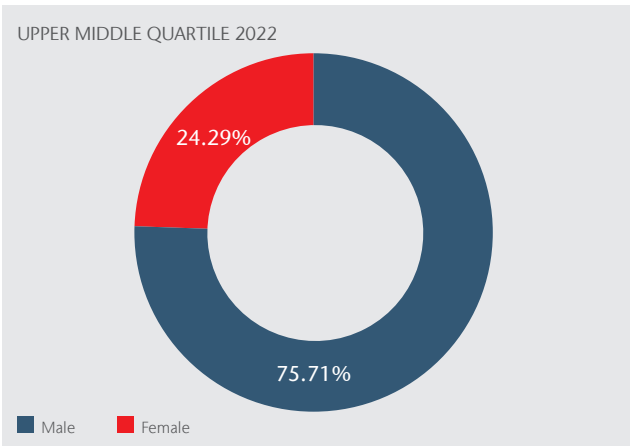
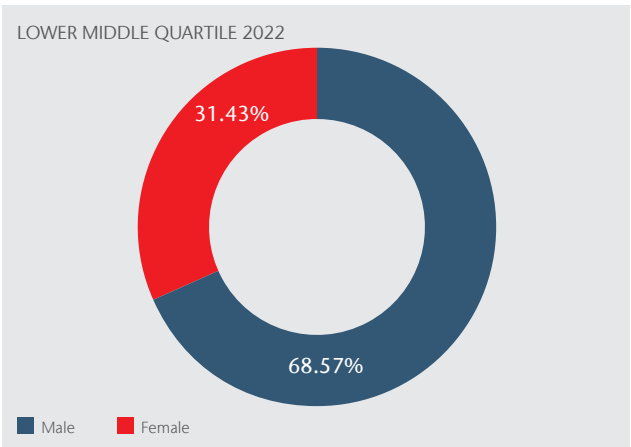
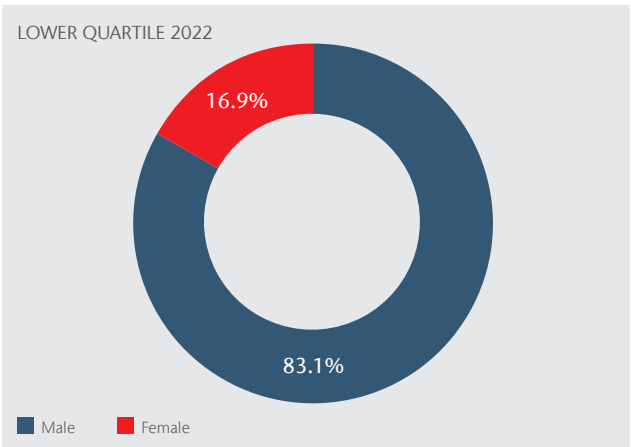
At ACO Technologies plc we are committed to give everybody an equal opportunity to thrive.

As a traditionally male orientated manufacturing company in construction products, we pride ourselves on having a strong, diverse workforce, as demonstrated by male and female representation in a majority of our teams.

Within our manufacturing units, male employees still make up the vast majority of employees. Attracting females to work shifts in semi-manual work continues to be a challenge, despite having attractive conditions and benefits.

The proportion of male v female employees in the quartiles is as follows:

	Female	Male
Lower Quartile	16.9%	83.1%
Lower Middle Quartile	31.43%	68.57%
Upper Middle Quartile	24.29%	75.71%
Upper Quartile	4.35%	95.65%



How will we close the gap?

Overview

- The mean Gender Pay Gap based on hourly rate is: **22.77%**
- The median Gender Pay Gap based on hourly rate is: **14.1%**
- The proportion of female employees v male employees receiving a bonus is: Female: **94.92%** to Male: **96.14%**
- The Mean Gender Bonus Gap is **43.41%** with the Median Gender Bonus Gap being **-46.42%**



We know that that the construction industry and manufacturing industry are male orientated by tradition. ACO are committed to enhancing the work and working lives of our current and future employees ensuring that we champion inclusion, fairness and flexibility. This will enable us to break down barriers which currently deter females to joining these industries.

The actions we're taking to improve the gender pay gap are:

Recruitment

- Our hybrid working policy for office workers has created more flexibility and as a result we have seen an increase in female employees returning to work after maternity.
- We continue to be a Living Wage employer.
- All roles are advertised internally to widen the pool of candidates and encourage progression (exceptions approved by the HR Director).

Retention

- We have increased maternity pay, paternity pay, adoption pay, shared parental pay and statutory sick pay.
- Encouraging the next generation of female talent across the company through succession planning and programmes, which have seen many females securing senior leadership positions.

Well-being

- We support leadership training and apprenticeships for male and female employees.
- We have a large Mental Health First Aider team, available to support all our employees.

For the future, we remain committed to reducing the Gender Pay Gap further.