



Gender Pay Reporting as at 5th April 2019

A B Graphic International Limited (“ABGI”) as an employer of over 250 employees is required to carry out Gender Pay Reporting by way of the Equality Act 2010. This involves publishing a number of metrics comparing the earnings of females and males employed by ABGI.

Paying females and males equal pay for equal work is a required by law. Reporting a gender pay gap does not mean that ABGI is not meeting this legal requirement.

Ordinary Pay and Bonus Gap

Difference between males and females				
	Mean		Median	
	2019	2018	2019	2018
Ordinary Pay	13.5%	14.6%	14.8%	11.4%
Bonus Paid	77.7%	77.5%	-15.4%	0.0%

The table above shows ABGI’s mean and median pay gap on ordinary pay for all employees as at the snapshot dates of 5th April 2019 and 5th April 2018. The table also shows the mean and median pay gap on bonus payments for all employees made in the twelve months prior to the snapshot dates ie. 6th April 2018 to 5th April 2019 and April 2017 to 5th April 2018.

The mean is calculated as the total value of all items divided by the number of items. The median is calculated as the middle item once all items have been ordered by value.

Proportion of Employees receiving a bonus payment

Proportion receiving a bonus				
	2019		2018	
	Female	Male	Female	Male
Received a Bonus	93%	78%	86%	86%
Did not receive a Bonus	7%	22%	14%	14%

The table above shows the proportion of employees who received a bonus payment in the twelve months prior to the snapshot dates ie. 6th April 2018 to 5th April 2019 and 6th April 2017 to 5th April 2018.

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01/04/2019

Revision 01

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Pay Quartiles

Proportion in each Quartile Band				
	2019		2018	
	Female	Male	Female	Male
Quartile 1	21%	79%	23%	77%
Quartile 2	8%	92%	7%	93%
Quartile 3	3%	97%	6%	94%
Quartile 4	5%	95%	6%	94%

The table above shows the proportion of females and males in each earnings quartile. This is calculated by ordering each employee's ordinary pay by value and splitting into four equal groups. The proportion of females and males in each group is then calculated.

Narrative

A B Graphic International Limited (ABGI) is a manufacturer of specialist equipment for the label printing and converting industry. The Company strives to provide high quality products for customers and to constantly develop its range of products. As such, senior members of the workforce are made up of highly-skilled Engineers. It takes many years of on-the-job experience and learning to specialise in the niche market in which the Company operates.

The Company benchmarks itself against the manufacturing sector as a whole. A recent report by Engineering Employers' Federation (EEF) dated June 2018 gives the sector averages as follows:

- Mean pay gap – 13.3% (ABGI - 13.5%)
- Median pay gap – 10.2% (ABGI – 14.8%)

The June 2018 EEF report highlights that the Engineering sector remains male-dominated and notes:

- 7% of Engineering apprentices are female
- 5.2% of registered Engineers or Technicians are female
- 15% of Engineering graduates are female

The Company acknowledges that the only long-term solution to resolving the skew of employees towards men is for the Engineering sector as a whole to attract more female candidates. To this end, ABGI actively encourages females to apply for the Company's apprenticeship program.

The Company also:

- Listens to employees requests for flexible working.
- Supports employees on part-time or entry-level jobs by signing up to the Real Living Foundation rates of pay.
- Offers employees the opportunity of joining a childcare voucher scheme.

I confirm that the information provided above is accurate.

Richard Knight - CEO

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