



Gender Pay Reporting as at 5th April 2023

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 women and men employed by ABGI.

Paying women and men 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 men and women				
	Mean		Median	
	2023	2022	2023	2022
Ordinary Pay	8.8%	9.8%	13.0%	13.8%
Bonus Paid	57.4%	59.8%	2.4%	-30.8%

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 2023 and 5th April 2022. 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 2022 to 5th April 2023 and 6th April 2021 to 5th April 2022.

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.

The values above reflect the higher proportion of men in senior positions within the business. A greater proportion of remuneration in senior positions is derived from bonuses and this is reflected in the “bonus paid” mean metric.

Proportion of Employees receiving a bonus payment

Proportion receiving a bonus				
	2023		2022	
	Women	Men	Women	Men
Received a Bonus	83%	96%	63%	80%
Did not receive a Bonus	17%	4%	37%	20%

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 2022 to 5th April 2023 and 6th April 2021 to 5th April 2022.

Eligibility for a bonus payment is determined by service during the preceding financial year and is unrelated to role or gender.

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Pay Quartiles

Proportion in each Quartile Band				
	2023		2022	
	Women	Men	Women	Men
Quartile 1	24%	76%	19%	81%
Quartile 2	5%	95%	5%	95%
Quartile 3	5%	95%	5%	95%
Quartile 4	8%	92%	6%	94%

The table above shows the proportion of women and men 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 women and men 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. The latest available by Make UK (formerly Engineering Employers' Federation (EEF)) dated June 2018 gives the sector averages as follows:

-) Mean pay gap – 13.3% (ABGI – 8.8%)
-) Median pay gap – 10.2% (ABGI – 13.0%)

The Make UK report highlights that the Engineering sector remains male-dominated and notes:

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

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 women candidates. To this end, ABGI actively encourages women to apply for the Company's apprenticeship program.

The Company has also:

-) Increased flexibility in the workplace – ABGI have a robust flexible working policy whereby employees can request to work flexibly. We also operate a flexitime working pattern.
-) Supported employees on entry-level jobs by signing up to the Real Living Foundation rates of pay.
-) Operates a childcare voucher scheme for employees as allowed under HMRC rules.

I confirm that the information provided above is accurate.



Ian Melbourne

Finance Director

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