



Gender Pay Reporting as at 5th April 2024

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 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	
	2024	2023	2024	2023
Ordinary Pay	11.6%	8.8%	12.8%	13.0%
Bonus Paid	71.4%	57.4%	-25.0%	2.4%

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 2024 and 5th April 2023. 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 2023 to 5th April 2024 and 6th April 2022 to 5th April 2023.

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. The increase in the difference of mean ordinary pay has been partly driven by a higher intake of female apprentices recruited during the year which is key to reducing this metric in the future. The reported number would have been 10.4% without this effect.

A greater proportion of remuneration in senior positions is derived from bonuses which in turn is determined by the financial performance of the business. This is reflected in the “bonus paid” mean metric. The increase in this measure will reverse in the next reporting period.

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Proportion of Employees receiving a bonus payment

Proportion receiving a bonus				
	2024		2023	
	Women	Men	Women	Men
Received a Bonus	85%	89%	83%	96%
Did not receive a Bonus	15%	11%	17%	4%

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 2023 to 5th April 2024 and 6th April 2022 to 5th April 2023.

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

Pay Quartiles

Proportion in each Quartile Band				
	2024		2023	
	Women	Men	Women	Men
Quartile 1	29%	71%	24%	76%
Quartile 2	7%	93%	5%	95%
Quartile 3	8%	92%	5%	95%
Quartile 4	8%	92%	8%	92%

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. In previous years the benchmark has been a survey completed by Make UK (formerly Engineering Employers' Federation (EEF)). However this has now not been updated since June 2018 and so data available from the UK Office For National Statistics "Gender pay gap in the UK" published October 2024 is also considered.

This shows the sector averages as follows:

-) Mean pay gap – Make UK report 13.3%, UKOFNS Overall 7%, UKOFNS Technical occupations 12.3% (ABGI – 11.6%)
-) Median pay gap – Make UK report 10.2%, UKOFNS Overall 7.6% (ABGI – 12.8%)

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

-) 7% of Engineering apprentices are women

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-) 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 and encourages existing employees to apply for internal vacancies.

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.
-) Continues to operate a Company Maternity Pay scheme above statutory minimum payments.
-) Continues to operate a childcare voucher scheme for employees as allowed under HMRC rules.

I confirm that the information provided above is accurate.



Ian Melbourne

Finance Director