

Altro Limited is committed to ensuring all staff have the same opportunity to develop and progress within the organisation. In line with our family values, it is fundamental to us that all staff are equally valued and are treated fairly. We continually benchmark our remuneration, benefits and welfare packages to ensure we are offering a consistent, competitive and fair deal for all. We therefore welcome the UK Government's requirement for large companies to be more transparent on gender pay.

Gender pay gap differs from Equal Pay, which looks at the individual differences between men and women who carry out the same jobs, similar jobs or work of equal value. We conduct regular reviews to ensure male and female employees are paid equally for equivalent work.

As required, we are sharing our data for the legal entity which covers all divisions of the business. Altro Ltd includes Altro Floors & Walls and Autoqlym, which are divisions of Altro Ltd.

Gender Pay Gap

Median Gender Pay Gap	3.27%
Mean Gender Pay Gap	15.58%
UK National Median Gender Pay Gap <small>Source: Office of National Statistics 2018.</small>	17.9%

The figures above show our gender pay gap as a snapshot at April 2019. The mean gender pay gap is the difference between the average hourly pay of all women compared to all men, irrespective of their role or level in the organisation, expressed as a percentage of men's average pay. Our figures show that the median average pay of all our female staff in the UK is 3.27% lower than that of all our male staff. For comparison, the UK's national gender pay gap is 17.9%. The hourly pay figure used to calculate the difference includes all items specified in the regulations, such as allowances and shift pay.

Comparing our 2019 gender pay gap to 2018, our gap has increased due to the recruitment of senior vacancies that were highlighted in 2018 being filled mainly with males.

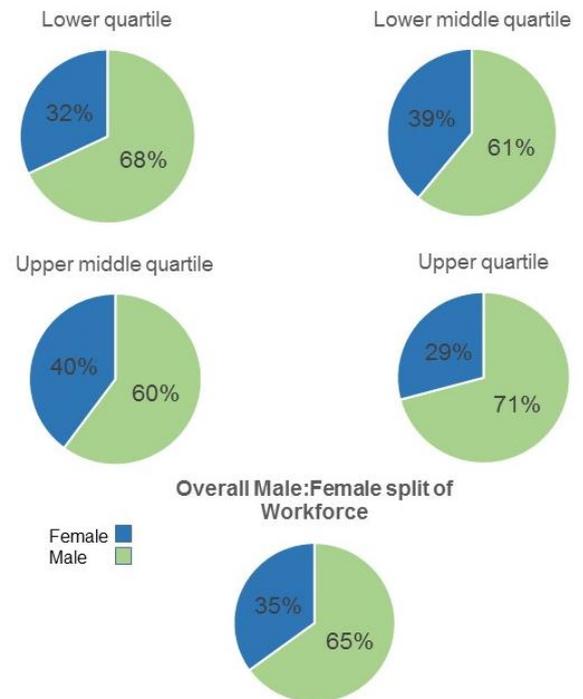
Proportion of all UK staff receiving a bonus payment



Bonus Gender Pay Gap * A key factor in the increase in our bonus gap is the sale of SIP shares over which we have no control as this is entirely an individual employee's decision

Mean	Median
71%	15.5%

The proportions of males & females in each quartile band



The quartile split at each level of hourly pay broadly matches the overall male to female ratio for the organisation.

This is slightly above the Office of National Statistics figures, which show the Manufacturing sector is male dominated with 80% to 20% male to female split, as at September 2018 (www.wisecampaign.org.uk/statistics/2018-workforce-statistics, 2018).

We are a family owned business and we continually review our flexible working and family friendly policies to support all of our staff.

We deliver training & management development to encourage and support the development of our staff towards more senior positions. As part of these programmes, staff are trained in how to ensure that there is no unconscious bias in all aspects of employment, including recruitment and development.

Every member of staff attends our Dignity at Work programme and we have a network of Dignity at Work Coaches across the business who provide additional support.

As a Manufacturing business, which includes engineering and technical functions, we work with local educational establishments and undertake science, technology, engineering and mathematics (STEM) initiatives to encourage girls to see STEM subjects as future career options.

We are committed to continuously reviewing all our working policies and practices to ensure equality and inclusion for all.

I confirm the data reported is accurate



Richard Kahn **CEO Floors/Walls & MD Altro Group**