

ALE



SMARTER, SAFER, STRONGER

Gender Pay Gap Report

Period ending 5th April 2018

20th February 2019

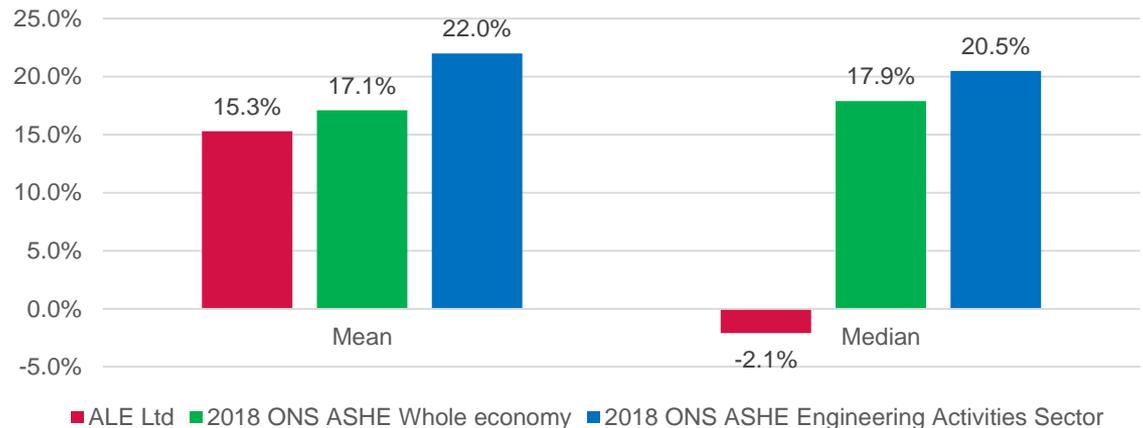
Mean and Median Gender Pay Gap

Our snapshot data was taken on 5th April 2018, when the headcount was 263 including 240 males and 23 females.

What are the underlying causes of ALE's gender pay gap?

Across the UK economy, we know that men currently are more likely than women to be in senior roles, which attract higher rates of pay than other roles at similar levels of seniority. This pattern from the UK economy is reflected in the make-up of ALE's workforce. We are a specialist heavy lifting and transport business, and our work largely comprises short projects covering unsociable hours and weekends, often in remote outdoor locations across the UK and worldwide. The majority of commercial, technical, operational roles are held by men. As a male-dominated profession with relatively few women at all levels, closing the gender pay gap is likely to be a greater challenge for us than for other industries.

Gender Pay Gap – By hourly rate



How does ALE's gender pay gap compare with that of other organisations?

ALE compares similarly or more favourably with that of other similar engineering organisations, including those within our industry.

The mean gender pay gap for the whole economy (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.1%, while in the Engineering activities sector it is 22%. At 15.3%, ALE's mean gender pay gap is lower than both that for the whole economy and that for our sector.

ALE's bonus pay gap

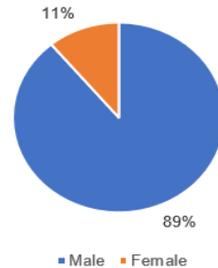
See next page - The proportion of men at ALE who received a bonus in the 12 months up to 5 April 2018 was 18.8%, while for women this was 13%. This reflects the higher proportion of men in the senior management, technical and sales roles that, under our current structure, attract a bonus.

What is ALE doing to address its gender pay gap?

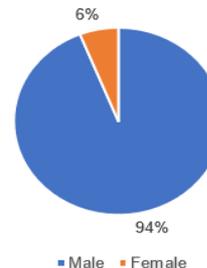
Proportion of Males and females in each quartile band:

Bonus Payments and gap		
Receiving Bonus Payments	Men	Women
	18.8%	13.0%
Bonus Gap	Mean	Median
	31.2%	14.0%

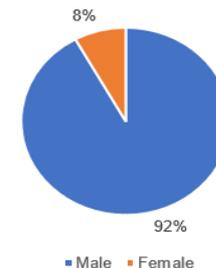
A - Lower Quartile



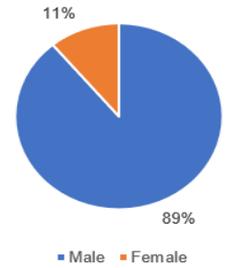
B - Below Median, but above Lower Quartile



C - Above Median, but below Upper Quartile



D - Upper Quartile



To date, the steps we have taken to promote gender diversity in all areas of our workforce include monitoring of the following:

- the proportions of men and women applying for jobs and being recruited;
- the proportions of men and women leaving the organisation and their reasons for leaving;
- the numbers of men and women in each type of role;
- take-up of flexible working arrangements by gender and level within the organisation; and
- the proportion of men and women who return to their original job after a period of maternity or other parental leave.

Among other things, the monitoring highlighted low levels of flexible working and shared maternity/paternity/adoption leave among employees and extremely low levels of female job applicants.

In the coming year, ALE is committed to:

- reviewing its practice on reward payments and participating with secondary schools, colleges and universities, to raise young people's awareness of the different career opportunities available within the engineering sector, and to help dispel any misperceptions and stereotypes.

I confirm that the information in this statement is accurate.

Signed:-



Richard Peckover
Regional Director

Date: 3rd April 2019



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WORLDWIDE HEAVY TRANSPORTATION AND LIFTING