



2021 GENDER PAY REPORT

AARTEE BRIGHT BAR LIMITED

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. This information below is based on data as of 5th April 2021. At this date AARTEE employed 86% being male and 14% being female.

Gender Pay Information

Mean hourly pay difference between male and female employees 2.8%

Median hourly pay difference between male and female employees 2.6%

Quartile Pay Band Information

	Male	Female
Lower Quartile	85%	15%
Lower Middle Quartile	87%	13%
Upper Middle Quartile	90%	10%
Upper Quartile	83%	17%

Bonus Pay information

The mean bonus pay gap is 38.7%

The median bonus pay gap is 33.33%

The proportion of males receiving a bonus payment is 76.0%

The proportion of females receiving a bonus payment is 72.2%



Supporting narrative

Aartee Bright Bar understands the importance of having a diverse workforce and the benefits of recruiting, developing, and retaining employees. We are therefore committed to providing equal opportunities to all our employees.

Aartee performs an annual review of all employee pay and bonuses which aims to remunerate fairly, based on the role requirements.

The calculations continue to highlight that there are more male employees within Aartee due to the nature of business manufacturing and operations.

We are working with trade body MAKEUK to address the absence of women working in operation. MAKEUK undertaking a drive to recruit women into engineering apprenticeship roles.

Aartee Bright Bar will continue to monitor its gender pay gap calculations for the benefit of all.

I confirm the information and data reported is accurate as of the snapshot date 5th April 2021.

David Staddon
Managing Director
AARTEE BRIGHT BAR