

GENDER PAY GAP REPORT 2017



FOREWARD

At AIC (UK) Ltd, we strive to build a culture of inclusion; fairness and equality and we are committed to reducing our Gender Pay gap.

Our current staff workforce (as at March 2018) is 56% female and male 44% and we have increased our Female managers to 32%.

Through our Talent Development programmes, we continually grow our female leadership population and strive to achieve an equal balance by 2020.

OUR CALCULATIONS

The below table shows our Gender Pay Gap calculations as at our snapshot date 5th April 2017:

Pay Type	Mean	Median
Hourly Fixed Pay	19.2 %	7.2 %
Bonus Pay	40.1 %	33.7 %

The below table shows our Gender Pay Gap calculations for proportion of staff receiving bonus as at our snapshot date 5th April 2017:

Gender	% Received a Bonus
Male	66.4 %
Female	52.3 %

Proportion of Males and Females in each quartile pay band as at our snapshot date 5th April 2017:

Quartile Band	Male	Female
1	57.1 %	42.9 %
2	55.6 %	44.4 %
3	53.6 %	46.4 %
4	78.6 %	21.4 %

Our Gender Pay gap is due to a smaller proportion of women than men currently occupying management positions in the company. We have already made progress in this area, however due to low attrition at management levels, there are limited new management vacancies. However, we proactively continue to develop our female management talent pool through our Leadership Development Programmes.

STATEMENT

We confirm that the information and data provided is accurate and in line with legislative requirements.

Martin Rosweir, UK Managing Director