

GENDER PAY GAP REPORT 2018



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 2019) is 54% female and 46% male.

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 2018:

Pay Type	Mean	Median
Hourly Fixed Pay	20.34 %	5.50 %
Bonus Pay	72.68 %	46.57 %

The below table shows our Gender Pay Gap calculations for proportion of staff receiving bonus as at our snapshot date 5th April 2018:

Gender	% Received a Bonus
Male	54
Female	42

Proportion of Males and Females in each quartile pay band as at our snapshot date 5th April 2018:

Quartile Band	Male	Female
1	38.24 %	61.76 %
2	46.27 %	53.73 %
3	45.59 %	54.41 %
4	58.21 %	41.79 %

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, since 2017 more females have been appointed to managerial positions. Our aim is to continue developing our female management talent pool through our Leadership Development Programmes.

There is still a noticeable discrepancy within the bonus pay which is due to the sales team consisting of one male. As we have now appointed an additional sales person who is female, we anticipate this will improve in 2019.

STATEMENT

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

Martin Rosweir, UK Managing Director