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Anglia Maltings Holdings Ltd

Gender Pay Gap Reporting

5th April 2018

	<u>Male</u>	<u>Female</u>	<u>Pay Gap as % of Male</u>
Mean Gender Pay Gap in Hourly Pay	£20.62	£17.99	12.8%
Median Gender Pay Gap in Hourly Pay	£14.34	£11.86	17.3%
Mean Gender Pay Gap in Bonus Pay	£4,288.53	£1,399.07	67.4%
Median Gender Pay Gap in Bonus Pay	£1,371.40	£1,151.11	16.1%
Proportion who received a Bonus	87.8%	94.3%	
Upper Quartile	92.8%	7.2%	
Upper Middle Quartile	91.3%	8.7%	
Lower Middle Quartile	81.2%	18.8%	
Lower Quartile	85.5%	14.5%	

At the reporting date the group had a full pay relevant headcount of 276 of which 34 are female: 12.32%. However 67.6% of our female colleagues are in the lower middle and lower quartile hourly pay ranges.

Alan William Clark
Group Financial Director