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**Anglia Maltings Holdings Ltd**

**Gender Pay Gap Reporting**

**2017/18**

	<u>Male</u>	<u>Female</u>	<u>Pay Gap as % of Male</u>
Mean Gender Pay Gap in Hourly Pay	£19.88	£11.09	44.2%
Median Gender Pay Gap in Hourly Pay	£14.39	£10.23	28.9%
Mean Gender Pay Gap in Bonus Pay	£3,792.65	£1,147.54	69.7%
Median Gender Pay Gap in Bonus Pay	£1,514.24	£686.31	54.7%
Proportion who received a Bonus	88.9%	81.8%	
Upper Quartile	97.0%	3.0%	
Upper Middle Quartile	93.9%	6.1%	
Lower Middle Quartile	80.3%	19.7%	
Lower Quartile	79.1%	20.9%	

At the reporting date the group had a full pay relevant headcount of 265 of which 33 are female: 12.45%. However 81.8% of our female colleagues are in the lower middle and lower quartile hourly pay ranges.

**Alan Clark**  
**Group Financial Director**