

2023 GENDER PAY GAP REPORT FOR ASD LIMITED & ASD WESTOK LIMITED

ASD Limited and ASD Westok Limited ("ASD") are required by law to publish an annual gender pay gap report.

This is the report for the snapshot date of 5 April 2023.

- The mean gender pay gap for ASD is **-9.87%**.
- The median gender pay gap for ASD is **-17.78%**.
- The mean gender bonus gap for ASD is **-67.85%**.
- The median gender bonus gap for ASD is **-99.70%**.
- The proportion of male employees in ASD receiving a bonus is 90.68% and the proportion of female employees receiving a bonus is 94.17%.

PAY QUANTILES BY GENDER

Band	Males	Females	Description
1	92.99%	7.01%	Includes all employees whose standard hourly rate places them in the lower quartile
2	84.71%	15.29%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
3	83.44%	16.56%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
4	77.71%	22.29%	Includes all employees whose standard hourly rate places them in the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

WHAT ARE THE LEGAL REQUIREMENTS AND THE UNDERLYING CAUSES OF ASD'S UK GENDER PAY GAP?

Under the law, men and women must receive equal pay for:

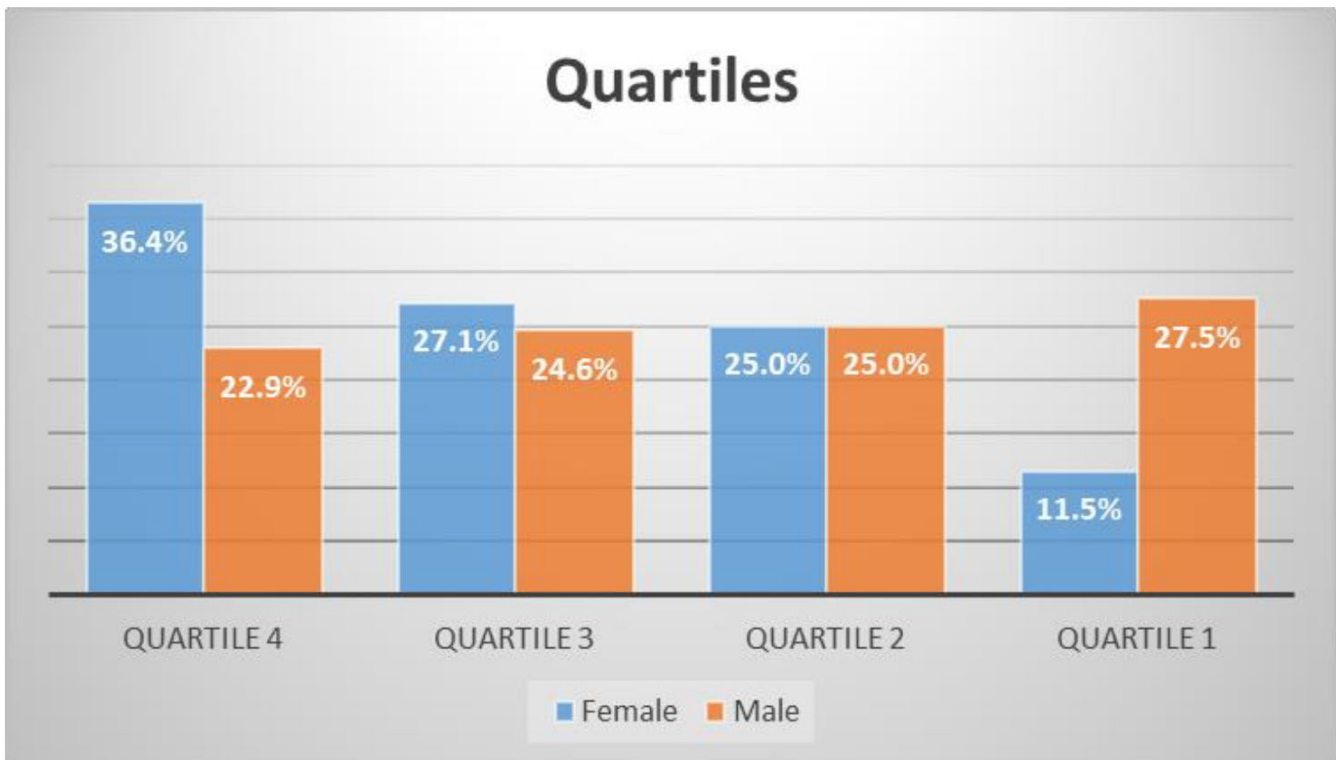
- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

ASD is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. The business has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals;
- evaluates job roles and pay grades as necessary to ensure a fair structure.

ASD is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

The pattern from the UK economy as a whole is not necessarily reflected in the make-up of ASD's workforce, although its workforce is clearly male-dominated in terms of employee numbers. We find that female employees are over-represented in the higher pay quartiles, as can be seen below:



HOW DOES ASD'S GENDER PAY GAP COMPARE WITH THAT OF OTHER ORGANISATIONS?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that ASD's gap compares favourably with that of other organisations.

The average mean gender pay gap is 13.53% for all UK employers who submitted data in the previous year. At **-9.87%**, ASD Limited's mean gender pay gap favours female employees.

The average median gender pay gap for all UK employers is 12.22%. At **-17.78%**, ASD's median gender pay gap also favours female employees.

The proportion of men at ASD who received a bonus in the 12 months up to 5 April 2023 was 90.68% (UK average 36.37%), while for women this was 94.17% (UK average 35.11%). ASD's mean and median gender pay gaps in bonus pay (**-67.85%** and **-99.70%**, respectively) also favoured female employees.

WHAT IS ASD DOING TO ADDRESS ITS GENDER PAY GAP?

While ASD's gender pay gap compares favourably with that of organisations across the UK economy, this is not a subject about which ASD is complacent.

However, ASD also recognises that its scope to act is limited in some areas. The business has no direct control over the career choices that an individual may make. The industry in which we operate is traditionally a male-dominated one, particularly in relation to roles such as warehouse, plant and machine operatives, which form the vast majority of the ASD workforce. While the business has struggled to recruit female employees in those roles, recruiting females in areas such as sales, head office support functions and other senior positions has been far more successful, which explains why the gender pay gap figures favour the female workforce.

ASD continues to promote gender diversity in all areas of its workforce, aims to identify any barriers to gender equality and identifies priorities for action, by analysing

- the proportion of men and women applying for jobs and being recruited;
- the proportion of men and women applying for and obtaining promotions;
- the proportion of men and women leaving the organisation and their reasons for leaving;
- the number of men and women in each role and pay band;
- the proportion of men and women who return to their original job after a period of maternity or other parental leave; and
- The proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave.

ASD is committed to reporting on the gender pay gap and the progress that it is making on an annual basis.

I, David Gross, Finance Director, confirm that the information in this statement is accurate.

Signed  Date: 23.03.24