

# GENDER PAY GAP REPORT 2017

At Alpha LSG we recognise that a diverse workforce enables us to provide a richer and more engaging environment for colleagues and delivers huge benefits to the business. Our analysis has demonstrated a mean gap of 8.78 which is low compared to the aviation and manufacturing sector we occupy. The difference in pay is mainly due to the bulk of upper middle rate roles – drivers and chefs, being predominantly filled by men so we are encouraging more women into these professions through the support of our apprenticeship programme and direct advertising campaigns. We also have a number of colleagues who joined us by virtue of a TUPE transfer, with 78% of these being male, and while it is right and proper that these terms remain protected, this *does* impact our overall average. All new starters join on the rate relative to the job, irrelevant of gender and we are confident that we meet our equal pay obligations across the business. While the bonus gap in Alpha LSG may suggest an issue, we’re working hard to redress the gender balance in our SLT structure. We are ensuring robust controls for new positions to ensure fair pay and to attract, retain and develop a diverse and talented population.

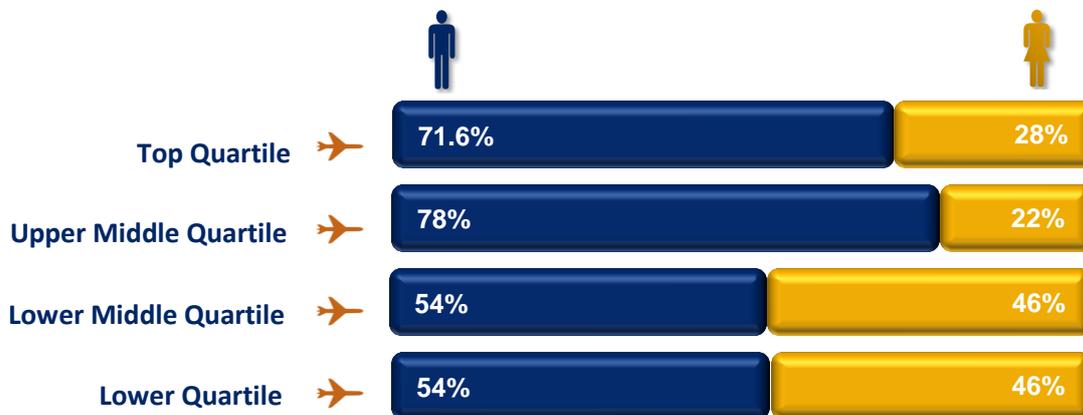


Alex Forbes – CEO

## Gender Pay & Bonus Gap

	<b>Mean</b> (Average)	<b>Median</b> (Centre point)
Gender Pay Gap	8.78%	15.47%
Gender Bonus Gap	51.57%	12.26%

## Proportion of Male & Female Employees in each Pay Quartile



## Proportion of population in receipt of a Bonus



I confirm that our gender pay gap figures are calculated and presented within this report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Alex Forbes - CEO

On Behalf of Alpha LSG Limited

