

ACO. we care for water

ACO Gender Pay Gap

Report 2023



ACO Gender Pay Gap Report

At ACO Technologies plc, we recognise and embrace the value that diversity brings to our workplace. Our commitment to equality, diversity and inclusion means actively fostering a culture and environment which gives everybody an opportunity to thrive.

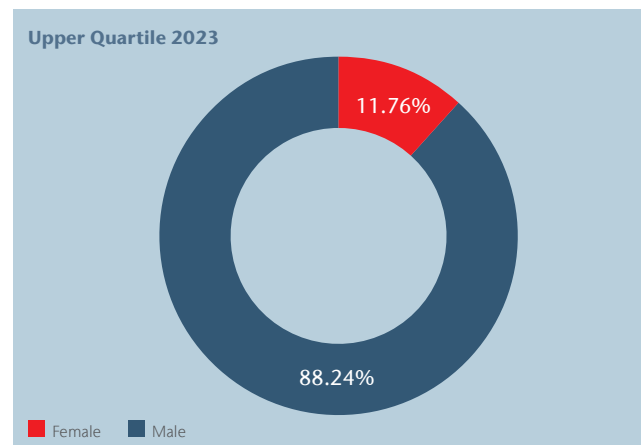
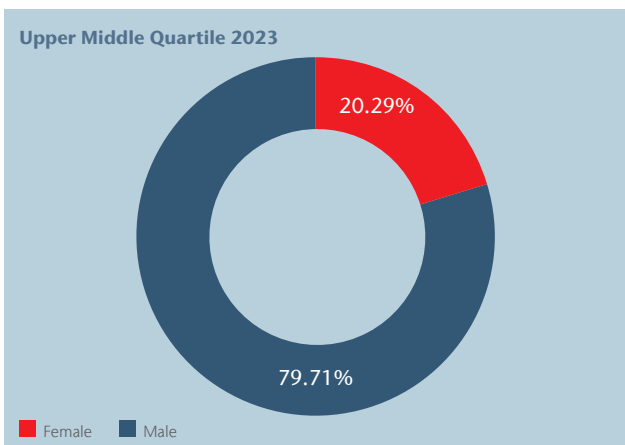
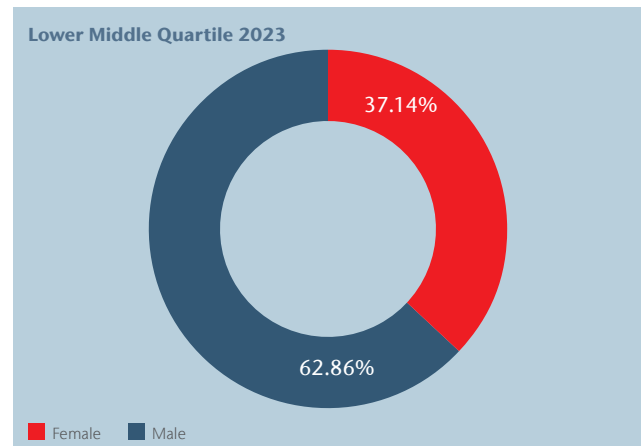
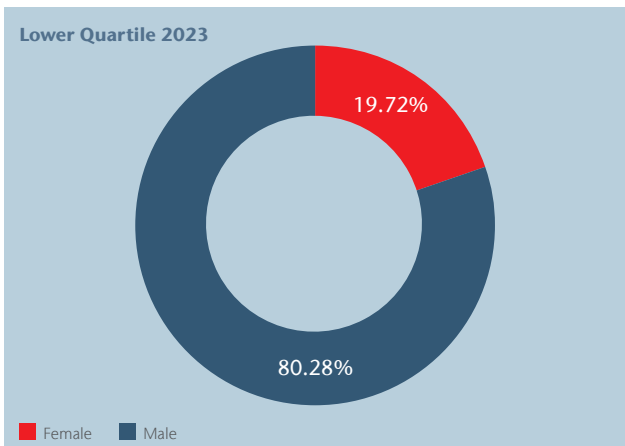


Whilst the building materials sector is traditionally considered male orientated, we pride ourselves on taking action to build a strong and diverse workforce. This is demonstrated by male and female representation across the majority of our teams and growth in female representation across 3 out of 4 quartiles.

Male employees still make up the vast majority of the population in our manufacturing units. Attracting females to work shifts in semi manual work continues to be a challenge despite having attractive conditions and benefits.

The proportion of male and female employees in each quartile is as follows:

	Female	Male
Lower Quartile	19.72%	80.28%
Lower Middle Quartile	37.14%	62.86%
Upper Middle Quartile	20.29%	79.71%
Top Quartile	11.76%	88.24%



How will we close the gap?

Overview

- The mean Gender Pay Gap based on hourly rate is **19.28%**
- The median Gender Pay Gap based on hourly rate is **14.99%**
- The proportion of female employees and male employees receiving a bonus is **81.25%** of women and **89.33%** of men
- The mean Gender Bonus Gap is **55.33%**
- The median Gender Bonus Gap is **-51.00%**

Whilst the construction and manufacturing industries are male orientated by tradition, at ACO we are actively working to break down barriers that may deter females from joining these industries.

Internally

- We proudly continue our commitment to being a **Living Wage Employer**.
- We offer increased levels **maternity pay, paternity pay, adoption pay, shared parental pay** and **statutory sick pay**.
- Our **hybrid** and **flexible working policies** for office workers allow us to attract and retain a more diverse workforce.
- All **roles are advertised internally** to widen the pool of candidates and encourage progression.
- **Leadership training** and access to **further learning**, including **Apprenticeships** is fully inclusive and open to all employees.
- **Reward policies** are transparent and fair.

Externally

ACO is an active member of the working group supporting the **Building Merchants' Federation (BMF)** sector awareness campaign "**Making a Material Difference**". The contribution by ACO and other like-minded employers in the sector helps us all to promote careers in building materials and to reach a wider, more diverse audience.

We remain committed to **reducing the Gender Pay Gap** further.



ACO Technologies plc
ACO Business Park
Hitchin Road
Shefford
Bedfordshire
SG17 5TE

www.aco.co.uk

ACO. we care for water

