

## Statement in compliance with The Equality Act 2010

### (Gender Pay Gap Information) Regulations 2017

#### Alu Topco Limited

The company hereby publishes the Gender Pay Gap Information as required under the legislation for 2017. Information relates to employees based in the United Kingdom within its subsidiaries.

#### **Average Pay gaps**

The mean pay gap as a percentage of the mean male pay is 13.1%, the median pay gap as a percentage of the median male pay is 8.4%. The mean bonus pay gap as a percentage of the mean male bonus pay is 76.4% and the median bonus pay gap as a percentage of median male bonus pay is 100.0%.

#### **Proportions of male / females receiving a bonus**

The proportion of male employees receiving a bonus was 85.0% and the proportion of female employees receiving a bonus was 26.7%.

#### **Quartiles of male / female employees**

The Upper quartile was 0.0% female and 100.0% male; The Upper Middle Quartile was 3.0% female and 97.0% male; The Lower Middle Quartile was 4.0% female and 96.0% male; The Lower Quartile was 37.6% female and 62.4% male.

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