

Alpenbest Limited Gender Pay Gap Written Statement

This is our annual gender pay gap report for the snapshot date reported on 4 April 2023.

Employers who have more than 250 employees must comply with regulations on gender pay gap reporting, which analyses the difference between the average mean or median earnings of male and female members of staff.

Alpenbest Limited is fully committed in our duty to report our Gender Pay Gap findings for the year-end 2022-2023.

Pay quartiles by gender

The table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

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

Pay quartiles		
	Male	Female
Band A Numbers	28%	72%
Band B Numbers	27%	73%
Band C Numbers	30%	70%
Band D Numbers	27%	73%

- Our mean gender pay gap is 0.78%
- Our median gender pay gap is 0.21%
- Our mean gender bonus gap is 0%
- Our median gender bonus gap is 0%

Legally, male and female members of staff 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.

We have a higher representation of female members of staff in all bands. If we had no gender pay gap, there would be an equal ratio of men to women in each band. We are confident therefore that our policy on pay is gender neutral and

our analysis shows that median pay gap is driven by the structure of our workforce, and that any gender pay gap is not a pay issue.

We are committed to 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. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any of the above protected characteristics).

I confirm that the information in this statement is accurate - Director