

# SMITHS METAL CENTRES LTD

## 2024/25 Gender pay gap report

### Hourly pay gap

About median and mean

Women earn £1.07p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 7.4% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 4.2% lower than men's.

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### The percentage of women in each quarter

About pay quarters

Women occupy 22.1% of the highest paid jobs and 19.5% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)	Women 22.1%	Men 77.9%
Upper middle hourly pay quarter	Women 36.4%	Men 63.6%
Lower middle hourly pay quarter	Women 26%	Men 74.0%
Lower hourly pay quarter (lowest paid)	Women 19.5%	Men 80.5%

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### Bonus Gap

Women earn £1.55 for every £1 than men earn when comparing median bonus pay. Their median bonus pay is 55.6% higher than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 22% lower than men's.

### Who received bonus pay

74.2% of women

80.9% of men