

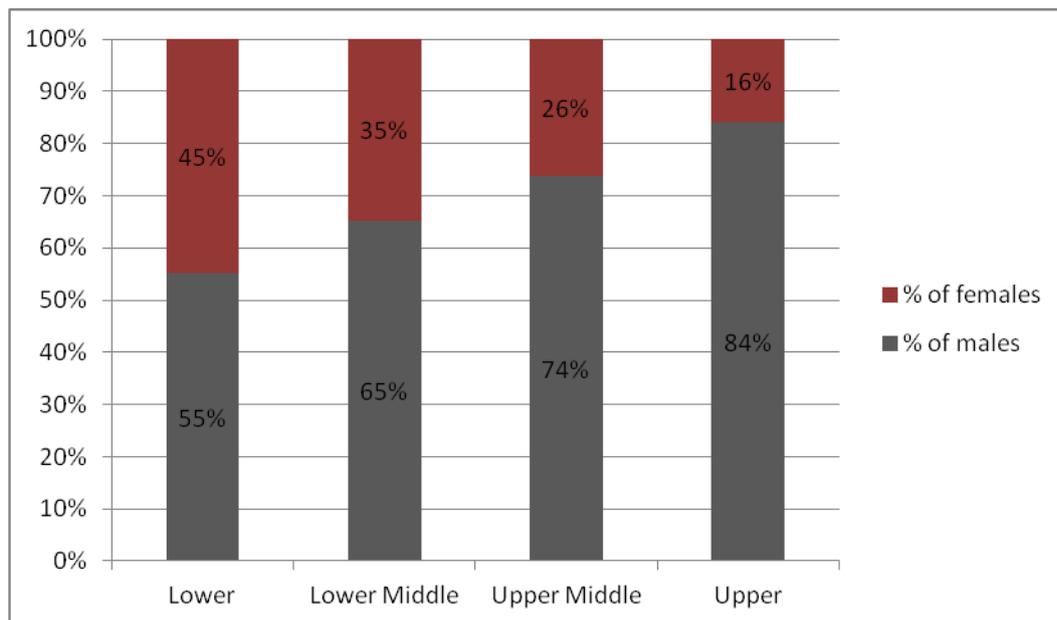
Axminster Tools & Machinery 2017

Gender Pay Report

This report is collated from a snapshot of our employment data on 5th April 2017, when females comprised 30% of our total workforce.

Pay Quartiles

Percentage of males and females in each quartile



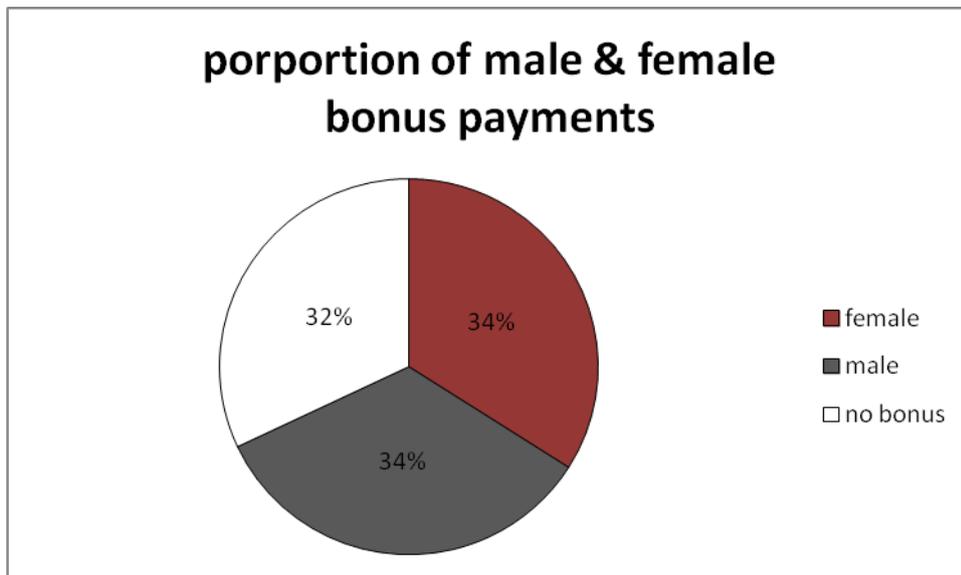
The above graph shows a lesser representation of females within our staff population which becomes more notable as pay rises. This is consistent with statistical analysis and data trends reported by employers of a similar size and within comparable industries. In recent years we have reviewed our appraisal system in order to encourage equal opportunities for career progression regardless of gender. The Company is committed to addressing diversity and will continue to monitor this in accordance with our Equal Opportunity Policy.

Pay & Bonus Gap

The table below shows our mean and median hourly gender pay gap and bonus gap as at the snapshot date 5th April 2017 (pay) and in the 12 months reference period to 5th April 2017 (bonus).

	<i>Mean</i>	<i>Median</i>
Hourly fixed pay	10%	5%
Bonus paid	-10%	-17%

As a company we are committed to ensuring that our employees are not discriminated against because of their gender. Pay rates are based on the job role, experience, knowledge and qualifications, and never on gender. The gender pay gap takes into account all jobs, at all levels and all salaries within our Company. Users of this data should bear in mind the historic prevalence of male workers within our industry. An annual appraisal and market benchmarking exercise is undertaken to ensure there are no anomalies with regard to pay rates.



The chart illustrates that, although females comprise 30% of staff, they represent over half of those obtaining bonus. Females obtained higher mean and median bonus payments. As a Company we are confident that men and women have an equal opportunity to participate and earn a bonus.