



Gender Pay Gap Report 2025





Background

The Gender Pay Gap Reporting Regulations 2017 require all organisations with more than 250 employees to publish information in respect of the gender pay gap within their organisation.

The information that must be published is based on the number of employees as of 5th April 2025. The total number of relevant employees for this period is 445 while the number of full-pay relevant employees is 425. As per the reporting requirements employees on leave who are receiving less than full pay are excluded.

The regulations also define what is ‘ordinary pay’ and includes a range of pay elements including shift payments and other allowances but excluding overtime in addition to an individual’s basic pay.

Having determined the individuals hourly rate based on a range of pay elements and hours worked the following statistics must be published:

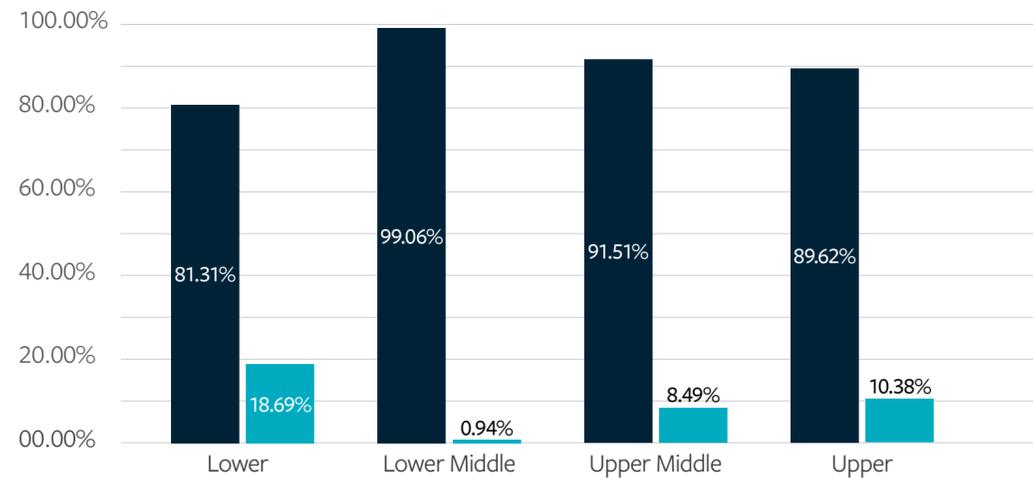
- Employee Quartiles
- Mean Gender Pay Gap
- Median Gender Pay Gap
- Proportion of male and female employees in receipt of bonus
- Mean Bonus Pay Gap
- Median Bonus Pay Gap

Employee Quartiles

The regulations require employers to rank employees by hourly rate—from lowest to highest—and split the workforce into four quartiles.

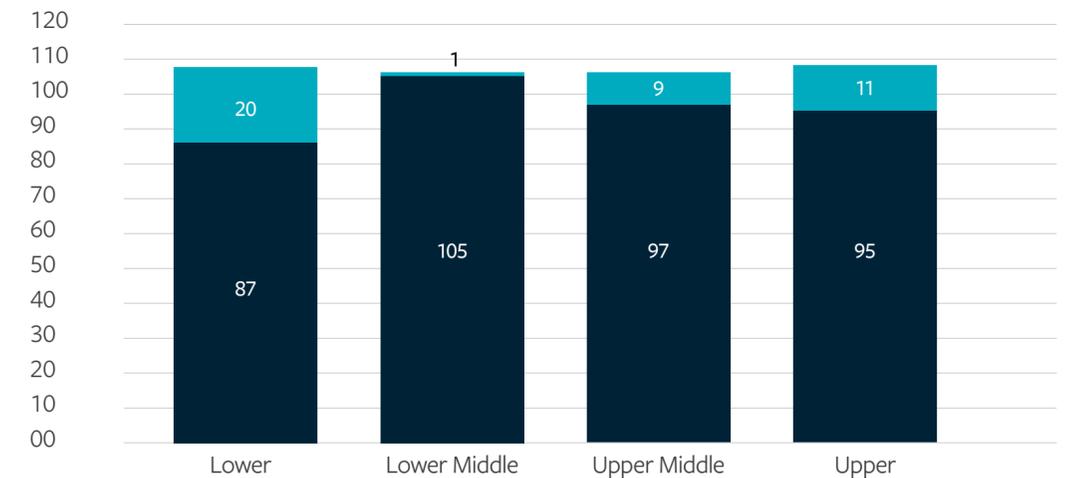
■ Males ■ Females

Graph 1: Arconic Employee Quarter

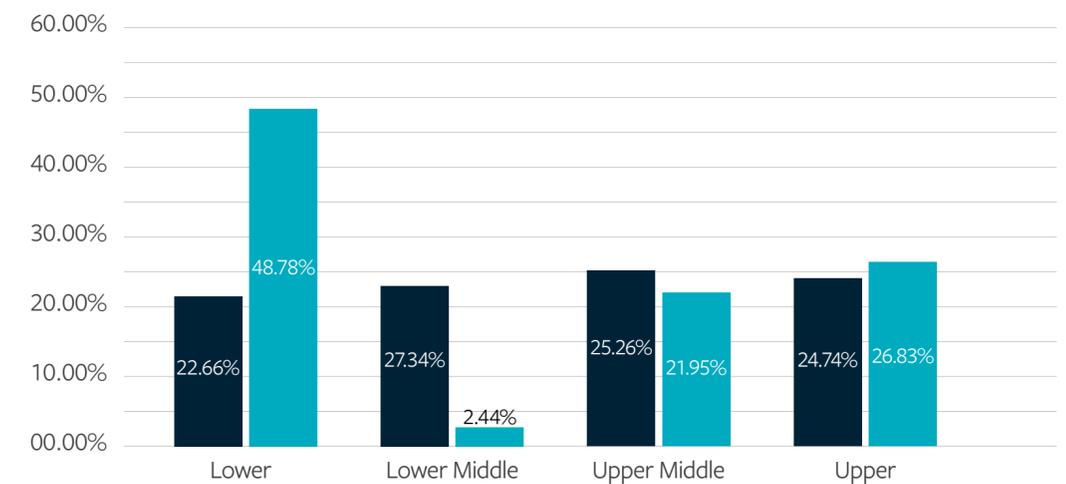


Graph 1 shows the percentage of men and women within each quartile. The overall workforce is predominantly men accounting for 90.34% of the total workforce and women accounting for 9.66% of the total workforce. Graph 1 and 2 shows that all quartiles are predominantly men.

Graph 2: Arconic Number of Employees in Each Quarter



Graph 3: Arconic Distribution of Workforce by Gender in Each Quarter



Graph 3 shows that the distribution of men is balanced across the quartiles while women vary significantly in the lower and lower middle quartiles. Women are more represented in the lower quartile. Due to the relative low number of women employees this distribution effects the gender pay gap.

The Gender Pay Gap

The regulations require that the overall gender pay gap based on all employees from the lowest to the highest hourly rate irrespective of employment type are published using the average mean difference and the median difference.

Table 1: Mean Gender Pay Gap

Kitts Green	Men	Mean Hourly Rate in Group	Women	Mean Hourly Rate in Group	Mean Gender Pay Gap	
Difference					(£)	(%)
All Employees	384	£22.98	41	£23.16	-£0.18	-0.77%

Table 2: Median Gender Pay Gap

Kitts Green	Men	Median Hourly Rate in Group	Women	Median Hourly Rate in Group	Mean Gender Pay Gap	
Difference					(£)	(%)
All Employees	384	£20.57	41	£20.56	£0.01	0.06%

The mean Gender Pay Gap for Kitts Green is -0.77% and the median gender pay gap is 0.06%.

For every £1 that male employees earn, female employees earn £1.01 based on the mean gender pay gap (Table 1).

The median pay is equal (Table 2).

Table 3 and Table 4 shows a further analysis of the mean Gender Pay Gap based on the employee quartiles.

This helps to identify where the gender pay is most significant within the organisation. As can be seen the most

significant pay gaps are in the Lower and Upper Quartiles where the largest percentage of the female workforce is located.

It should also be noted that the gender pay gap favours females employees within the Upper Quartile. As the overall female population is only 9.76% of the total workforce, individual salaries will have a disproportionate effect on the average hourly rate.

The distribution of the female workforce means that the overall average hourly rate is increased due to the percentage and position of the workforce located in the upper quartile.

Table 3: Mean Gender Pay Gap

Arconic	All	Male	Female	Pay gap	Mean Gender Pay Gap %
Lower	£17.54	£17.67	£16.96	£0.70	3.99%
Lower Middle	£19.92	£19.91	£20.56	-£0.65	-3.24%
Upper Middle	£22.31	£22.32	£22.17	£0.15	0.68%
Upper	£32.28	£31.91	£35.46	-£3.56	-11.15%
Total	£23.00	£22.98	£23.16	-£0.18	-0.77%

Graph 4: Arconic Average Hourly Rate by Gender and Quarter



For every £1 that male employees earn, female employees earn £1.01 based on the mean gender pay gap.

The Bonus Gender Pay Gap

The regulations require the publication of the proportion of men and women who received some form of bonus in the previous 12 months including payments that relate to profit sharing, productivity, performance, incentives and commission.

Kitts Green has 443 employees who received a bonus payment which is equivalent to 99.55% of the relevant workforce.

Table 4: Bonus

	Kitts Green Employees	Bonus Recipients	% of Workplace	Average Payment	Median Payment
Men	402	401	99.75%	£1,731.43	£875.00
Women	43	42	97.67%	£3,442.33	£1,087.60
Difference				-£1,710.91	-£212.60
				-98.81%	-24.30%

Women Bonus pay is

Mean	98.81%	Higher
Median	24.30%	Higher

Men	99.75%	Receive Bonus Pay
Women	97.67%	Receive Bonus Pay

Table 4 shows the number and percentage of employees who received a bonus in the time period. Bonus payments are a significant element of the overall pay arrangements, and they are potentially available to all employees that meet any eligibility criteria.



Gender Pay Gap Statement

Arconic Manufacturing GB Limited is committed to maintaining a fair, inclusive, and transparent working environment for all employees. Our annual Gender Pay Gap report plays an important role in upholding this commitment by providing a clear view of our pay practices and the makeup of our workforce.

This year's results show that pay across the organisation remains consistent and equitable. Both the mean and median gender pay gaps remain close to zero, demonstrating that men and women at Kitts Green are paid fairly and in line with the roles they hold. Bonus participation also remains high for all groups, reflecting our inclusive approach to recognising performance and contribution throughout the organisation.

The report also highlights a continuing challenge: women remain under-represented within our workforce, particularly in technical and operational roles. While this under-representation affects the overall gender pay profile, it does not indicate unequal pay for comparable work. Increasing gender diversity remains a key priority, both for strengthening our organisation and for supporting a more balanced and inclusive working environment.

Kitts Green remains committed to broadening access to opportunities, strengthening recruitment and development pathways, and ensuring that all colleagues—regardless of gender—are supported to fulfil their potential. We will continue to review our practices, listen to our workforce, and take meaningful action to promote equality and enhance diversity across the site.

Our ongoing focus is to build a workplace where everyone feels valued, respected, and able to contribute to the long-term success of the organisation.



ARCONIC