

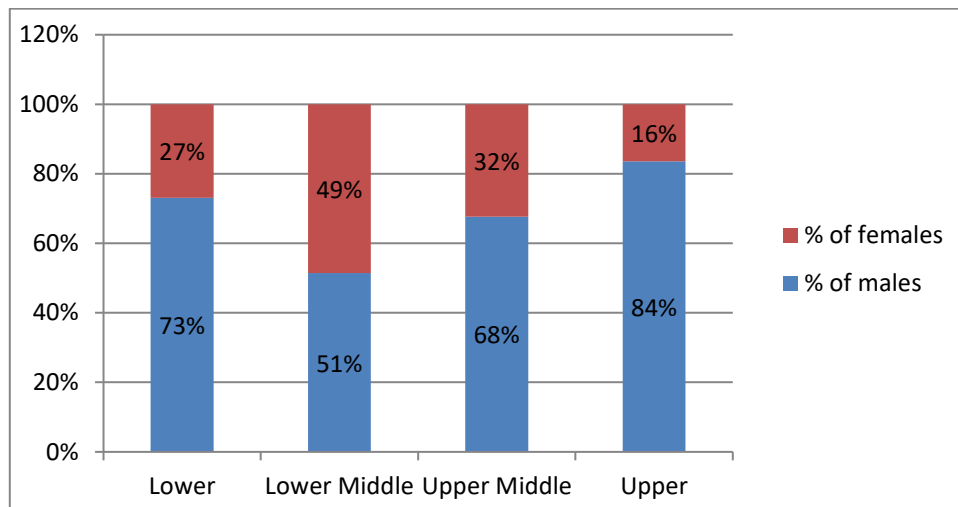
Axminster Tools & Machinery 2022

Gender Pay Gap Report

This report is collated from a snapshot of our employment data taken on 5th April 2022, there were a total of 270 employees at this time, and females comprised 31% of our total workforce compared to 32% in 2021 (compared to 32% in 2020, 33% in 2019, 2018 and 30% in 2017).

Pay Quartiles

Percentage of males and females in each quartile



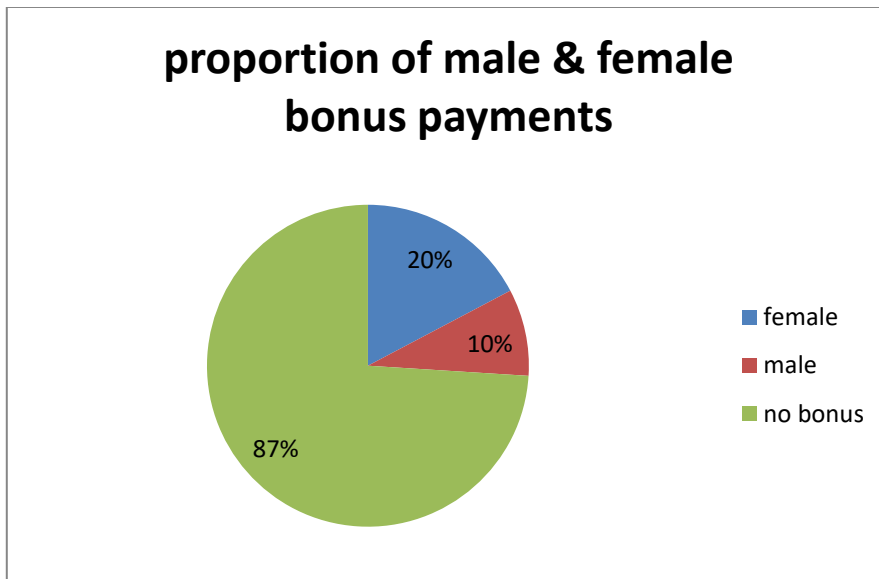
The above graph shows that the percentage who are female is below the female population % in the upper quartile but significantly above in the lower middle whilst being equal to it in the upper middle quartile. This is consistent with statistical analysis and data trends reported by employers of a similar size and within comparable industries. We continue to monitor and review our appraisal system to encourage equal opportunities for career progression regardless of gender. The current report shows an increase from 31% to 32% in the upper middle quartile and 15% to 16% this year in the upper quartile which shows females are moving into higher paid roles. 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 2022 (pay) and in the 12 months reference period to 5th April 2022 (bonus).

	<i>Mean</i>	<i>Median</i>
Hourly fixed pay	9.67%	5.53%
Bonus paid	85.6%	98%

Out of 84 females 20% obtained bonus compared to 10% out of 186 males



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 considers all jobs, at all levels and all salaries within our Company. An annual appraisal and market benchmarking exercise is undertaken to ensure there are no anomalies regarding pay rates.