

**UK Gender Pay Report 2017**  
**AMETEK Airtechnology Group Ltd**

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The data provided within this report covers AMETEK Airtechnology Group Ltd and in line with reporting guidelines, the data reflects payments made in April 2017.

The gender pay gap is a simple average figure for all employees within the UK Workforce, irrespective of the job that they do. The gender pay gap is not the same as equal pay. Equal pay ensures that men and women receive the same pay for carrying out the same work, or equivalent work of equal value.

The figures include the hourly rate for each relevant employee, as defined by the legislation. This includes base salary and other allowances, as well as both individual and company performance-based bonus payments received over the previous 12 months.

**Gender Pay Gap Results:****Pay difference between women and men at April 2017**

<b>Mean Gender Pay Gap</b>	27.1%
<b>Median Gender Pay Gap</b>	25.1%
<b>UK's National Gender Pay Gap</b> Source: Office of National Statistics 2016	18.1%
<b>Industry Mean for Manufacturing &amp; Engineering</b> Source: ONS	22%

The table above shows our gender pay gap. This is a snapshot of the difference between the average hourly pay levels of all women compared to all men, irrespective of their role or level in the organisation, expressed as a percentage of men's average pay. Our figures show that the mean average pay of all our women is 27.1% lower than that for all our men. For comparison the UK's national gender pay gap is 18.1% and the industry mean for Manufacturing and Engineering is 22%.

From reviewing the data in the context of a manufacturing/engineering sector we are close to being in line with the industry mean. Airtechnology's overall gender pay gap is largely a result of the high number of men in senior leadership and higher paid roles.

**Proportion of women and men that received a bonus payment**

12 months preceding 5 April 2017

<b>Male</b>	9.6%
<b>Female</b>	4.3%

**Bonus difference between women and men**

12 months preceding 5 April 2017

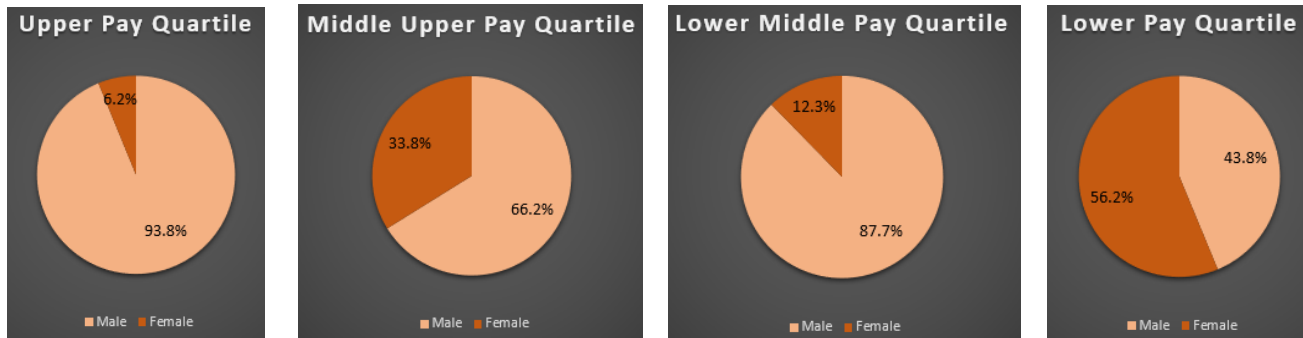
	<b>Mean</b>	<b>Median</b>
<b>Bonus</b>	84.4%	77.5%



## AMETEK Airtechnology Group Limited

AMETEK Airtechnology has a bonus programme which is restricted to senior managers within the business, which accounts for the low percentages of inclusion of both men and women. In addition, individual performance bonus payments are paid throughout the year as a mechanism for rewarding our exceptional performers/contributors.

### Pay quartiles AMETEK Airtechnology Group Ltd



The charts above show the gender distribution by four equal hourly pay quartiles.

The predominantly male Airtechnology population, in addition to a large proportion of the women being within our production area affects the overall gap with results showing more women in the lower pay quartile. With a lower percentage of women in both the upper, middle and lower middle quartiles.

Overall, women represent 27.1% of Airtechnology Group's employees. AMETEK Airtechnology Group Ltd operates in the manufacturing and engineering sectors, which have historically had a significantly higher proportion of male employees, particularly in manufacturing, engineering and production roles. For the same reason, the senior leadership roles also reflect the demographics of the sector resulting in the roles being predominantly held by men.

Increasing the number of women in our business and moving towards an equal distribution of men and women across all levels is recognised as being important. We will target for this to be much higher and like other Company's within the manufacturing/engineering sector we are and will continue to moving forward work to increase the number of women in both technical and management roles.

Due to the changes required to address many of the causes of the gender pay gap, the effects of these may take many years to be fully realised. We are committed to gender equality and encouraging more women to pursue careers in engineering is a significant challenge across industry in the UK.

We confirm that the data reported is accurate.

Sheraz Ahmed  
Managing Director

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Director of Human Resources

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