VESUVIUS UK LIMITED
2019/20 Gender pay gap report

Registered address:
1 Midland Way, Central Park, Barlborough Links, Derbyshire, S43 4XA

Nature of business (SIC):
Manufacturing

Snapshot date:
5 April 2019

Employee headcount:
250 to 499 employees

Person responsible:
Michael Satterthwaite (Finance Director)

This employer has not provided extra information on their gender pay gap

**Hourly pay gap**

In this organisation, women earn 87p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 13.1% lower than men’s.
When comparing mean (average) hourly pay, women’s mean hourly pay is 17.7% lower than men’s.

The percentage of women in each pay quarter
In this organisation, women occupy 8% of the highest paid jobs and 13% of the lowest paid jobs.

<table>
<thead>
<tr>
<th>Pay Quarter</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upper hourly pay quarter (highest)</td>
<td>8%</td>
<td>92%</td>
</tr>
<tr>
<td>Upper middle hourly pay quarter</td>
<td>11%</td>
<td>89%</td>
</tr>
<tr>
<td>Lower middle hourly pay quarter</td>
<td>16%</td>
<td>84%</td>
</tr>
<tr>
<td>Lower hourly pay quarter (lowest)</td>
<td>13%</td>
<td>87%</td>
</tr>
</tbody>
</table>

Bonus pay gap
In this organisation, women earn £1.08 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 8% higher than men’s.
When comparing mean (average) bonus pay, women's mean bonus pay is 34.7% lower than men's.

**Who received bonus pay**

46.7% of women

40.5% of men

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[Eight ways to understand your organisation's gender pay gap](#)

[Four steps to developing a gender pay gap action plan](#)

[Actions to close the gap](#)