



ALS UK Gender Pay Gap Report

April 2023

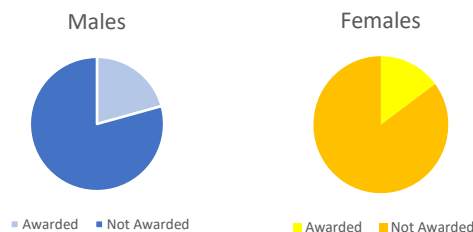
Irrespective of gender, ALS fosters an environment where everyone is encouraged to fulfil their full potential.

Pay and Gap Bonus

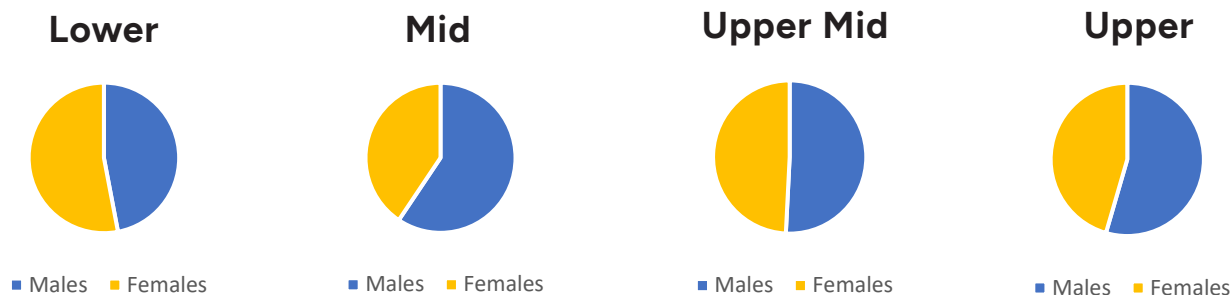
Difference between Men and Women		
	MEAN	MEDIAN
Hourly Fixed Pay	6.30%	0.52%
Bonus Paid	39.90%	0.00%

The table above details our overall mean and median gender pay gaps based upon hourly rates of pay as of the 5th April 2023 and the mean and median differences in relation to bonuses paid in the year up to 5th April 2023.

Proportion of staff awarded a bonus for 2022/2023



Pay Quartiles



We value flexibility in the workplace and have embraced hybrid working, while also encouraging flexible work arrangements. Our family-friendly policies have been enhanced to offer paid maternity and adoption leave, along with increased paternity leave benefits. A review of our technical and behavioural competency framework is underway to ensure fair pay ranges without gender bias. Our commitment to equality and diversity is unwavering, and we remain dedicated to monitoring gender pay equality throughout our company.

