

## **Gender Pay Gap Report 2024**

Within Speciality Steels UK Limited we are committed to diversity and the provision of equal opportunities to all our employees. This begins with our recruitment processes and follows through with our training and development processes once individuals join us. AS part of our commitment to equality we report our gender pay gap information in line the UK government regulations.

The report is based on April 2024 payroll for the pay gap analysis and the whole of 2023/2024 payroll for bonus analysis.

The gender pay gap for 2024 continues to be skewed for our company. This is due to our current business climate where we have had to continue to put a proportion of our staff on short time working, and the results are therefore based on a smaller group of employees than normal.

### **Mean & median pay gap**

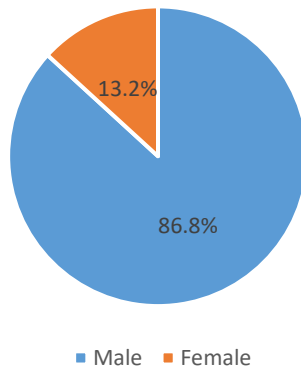
| <b>Gender Pay Gap</b> |       |
|-----------------------|-------|
| Mean                  | 9.7%  |
| Median                | 12.2% |

The table above shows our overall mean (average) and median (midpoint) hourly gender pay based on the snapshot date of 5<sup>th</sup> April 2024. The gender pay gap represents the difference in the average hourly earnings of men and women and our figures are based on 1055 males and 95 females who had relevant earnings in April 2024 for this analysis.

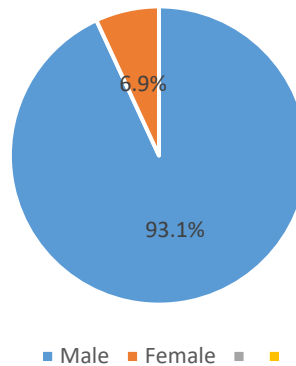
## Pay Quartiles

The charts below show the gender distribution across our business in 4 equally sized quartiles. The results show that females are represented across all the pay quartiles. Women occupy 5.2% of the upper quartile and 13.2% of the lowest quartile.

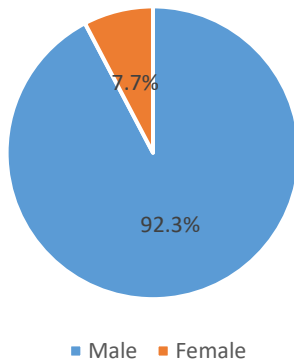
Lower Quartile



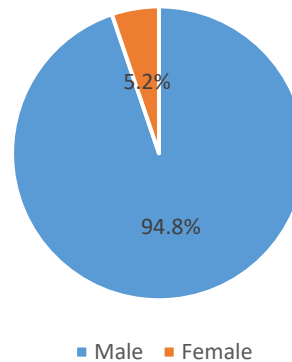
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



### **Annual Bonus pay gaps**

| <b>Percentage who received a bonus</b> |      |
|--|------|
| Male                                   | 4.1% |
| Female                                 | 2.9% |

The above table shows that there was only a small amount of bonus payment made in the year.

|                             |        |
|-----------------------------|--------|
| Mean Bonus Gender Pay Gap   | 53.1%  |
| Median Bonus Gender Pay Gap | -28.6% |

## **Explanation**

Our workforce is made up of approximately 93% males and 7% of females. This is in keeping within the steel industry and manufacturing in the UK. Most of our workforce are blue collar employees and the majority of these are males. 60% of our female population is in a middle management position or higher compared to only 26% of our male population. The percentage of female employees in a senior management position is 5.7%, whilst just over 3% of our male population are senior managers .

## **Future**

It is important to remember that the gender pay gap is different from equal pay. It does not show comparisons between individuals carrying out the same work or work of an equal value. At Speciality Steel UK Ltd we continue to promote equal opportunity, diversity, and inclusion in our workplaces. We actively encourage the recruitment and development of females into our company and the steel industry.

Speciality Steel UK Ltd have a healthy gender balance in most of our group functions, such as Human Resources, Technical, and Commercial. We are keen to encourage more females into studying science, technology, engineering, and mathematics (STEM) qualifications as many of our roles rely on individuals with qualifications in these subjects. To this end we have a number of interventions to support this including STEM ambassador and Cadet programmes which collaborate with local schools, colleges, and Universities to encourage more females to take up the study of these subjects and consider careers in manufacturing.

I confirm that the data within this report is accurate.



Mick Hood  
HR Director  
Liberty Steel UK