



LIBERTY

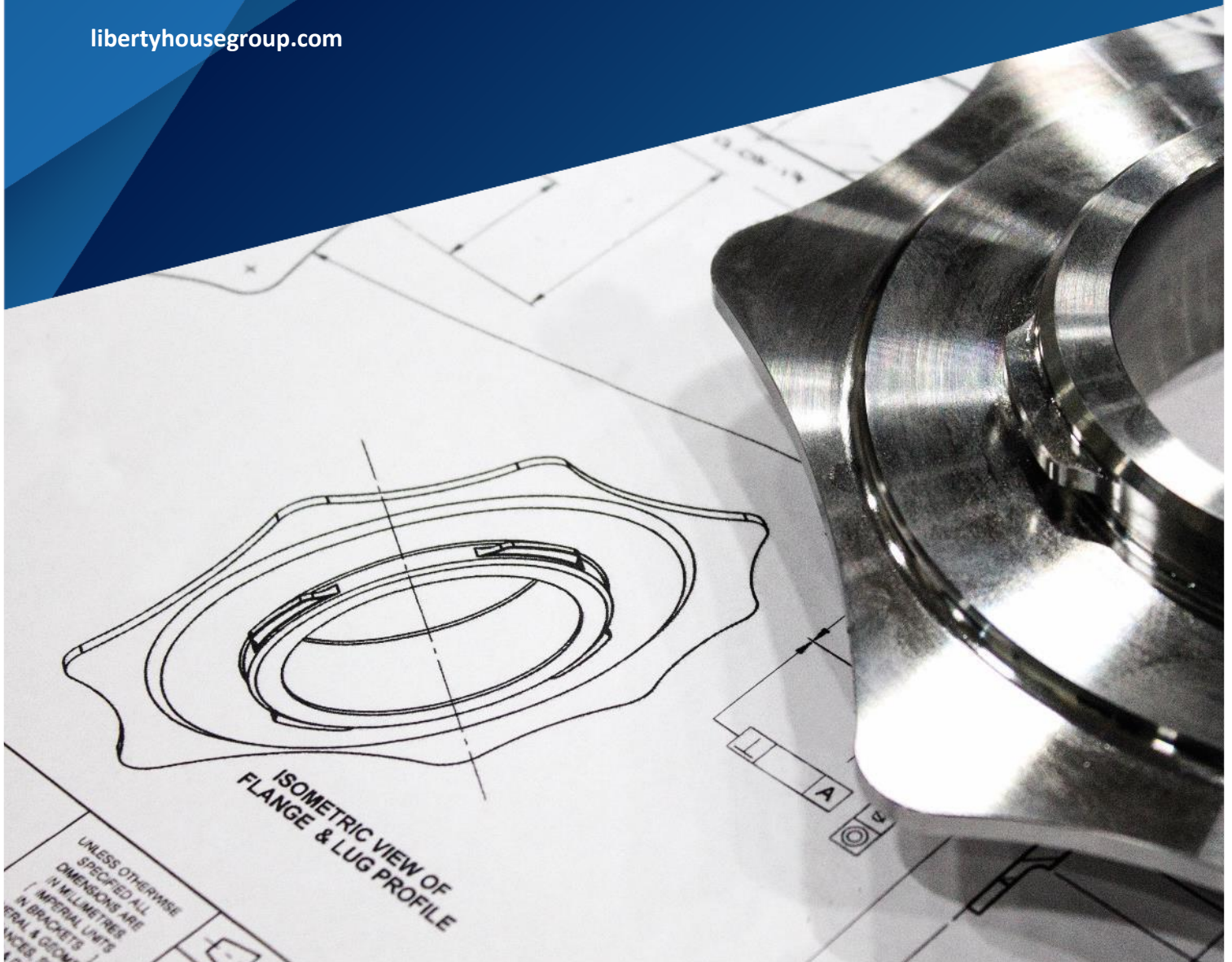
MEMBER OF



GENDER PAY GAP REPORT 2018

Liberty Speciality Steels

libertyhousegroup.com



Within Speciality Steels UK Limited we are committed to diversity and the provision of equal opportunities to all of our employees. This begins with our recruitment processes and follows through with our training and development processes once individuals join us.

Our Results

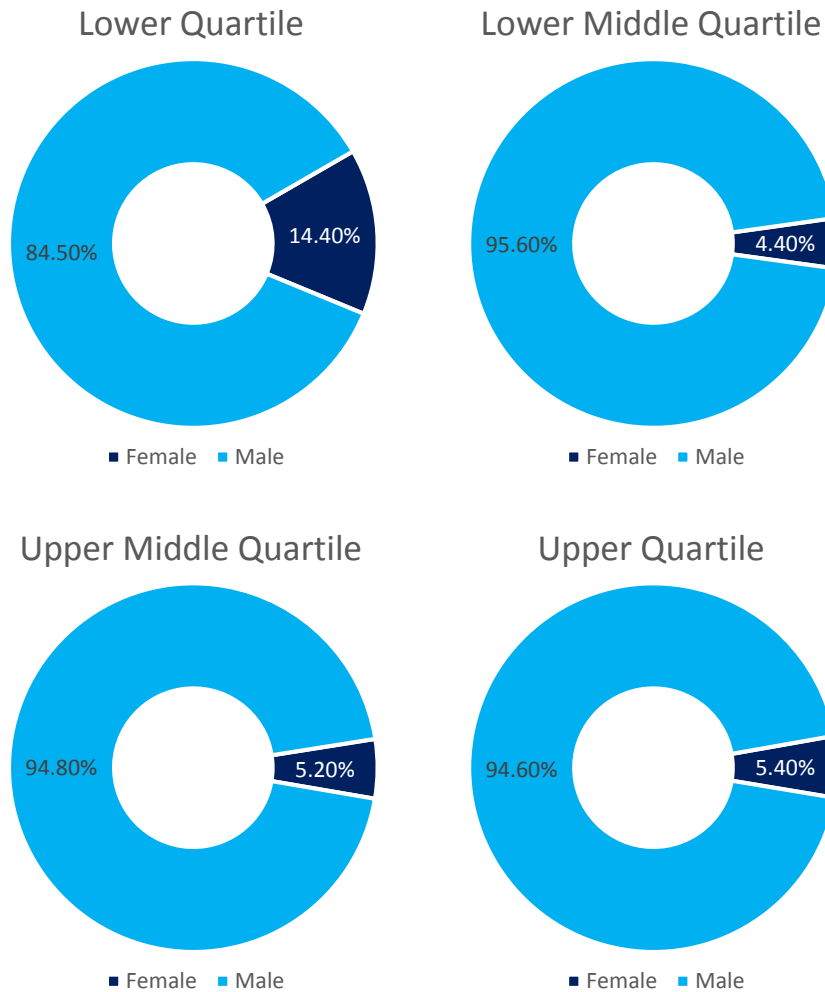
Gender Pay Gap	
Mean	7.8%
Meridian	13.1%

The table above shows our overall mean and median hourly gender pay gaps based on the snapshot date of 5th April 2018.

Our median pay gap is lower than the UK national median gap which is 17.9% (Source: Office for National Statistics 2018)

Our workforce is made up of just over 92% males and just under 8% of females. This is in keeping within the steel industry and manufacturing in the UK. However nearly 60% of our female population is in a middle management position or higher compared to only just over 20% of our male population. We also have 5.26% of our female population in a senior management position compared to only nearly 3% of our male population.

The charts below show the gender distribution across our business in 4 equally sized quartiles. The results show that females are represented across all of the pay quartiles. Women occupy 5.4% of the upper quartile and 14.4% of the lowest quartile.



Bonus payments

Gender Bonus Gap	
Mean	9.7%
Meridian	32.3%

The table above shows the mean and median differences between bonuses made to male and female employees in the 12 months ending 5th April 2018.

The majority of our workforce receive a bonus through collectively negotiated bonus schemes. This means that the same percentage would be paid to all employees regardless of gender. The amount paid is calculated on an individual's total earnings. This would be inclusive of any overtime payments received. Within our company most overtime is worked in our production roles which is predominately filled by male employees.

Percentage who received a bonus	
Male	84.5%
Female	65.5%

The bonus that was paid in the year that this reports on was for staff employed by the company in March 2017. The difference in payments received by males versus females is a reflection on our turnover of staff, with more female staff having joined the company since the 1st May 2017.

The Future

It is important to remember that the gender pay gap is not the same as equal pay. It does not show comparisons between individuals carrying out the same work or work of an equal value.

We actively encourage the recruitment and development of females into our company and the steel industry. Within the 12 month period ending on 4th April 2018 our split of employees between male and female changed from a proportion of just under 2% females at the start of the twelve month period to the proportion of just under 8% of females at the end of the period.

Speciality Steels UK Ltd have a healthy gender balance in many of our group functions, such as Human Resources, Technical, Commercial and Legal Compliance. 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 work with local schools, colleges and Universities to encourage more females to take up the study of these subjects and consider careers in manufacturing. We are also collaborating with Sheffield College on an all-female engineering course.

I confirm that the data within this report is accurate.



Mick Hood
HR Director
Liberty Steel