



## Gender Pay Gap Reporting April 2018

As part of the Gender Pay Gap Reporting Regulations, Union Electric Steel UK Limited has carried out analysis of our workforce as of 5<sup>th</sup> April 2018 and the relevant qualifying period to calculate and determine several results as required by government legislation. The report has been submitted to the Government UK website.

The results are as follows:

### Hourly Rate

Difference in mean hourly rate of pay	48.7%
Difference in median hourly rate of pay	51.2%

This means that women earn 49p for every £1 that men earn when comparing median hourly wages. When comparing mean hourly wages, women's mean hourly wage is 48.7% lower than men.

Bonus Pay	Male	Female
Percentage of employees who receive bonus pay	80.8%	11.1%
Difference in mean bonus pay	93.9%	
Difference in median bonus pay	58.4%	

This means that women earn 42p for every £1 that men earn when comparing median bonus pay. When comparing mean bonus pay, women's mean bonus pay is 93.9% lower than men.

Employees by pay quartile	Male	Female
Upper quartile	100%	0%
Upper middle quartile	100%	0%
Lower middle quartile	96.4%	3.6%
Lower quartile	87.5%	12.5%

Currently women occupy 0% of the highest paid jobs and 12.5% of the lowest paid jobs.

At Union Electric Steel UK Limited, the main differentials in gender pay can be explained by the fact that we currently have fewer female than male employees. At the time of the report, women represented 4% of our total employee population. This reflects wider issues with diversity within the manufacturing and engineering industry sector.