

Gender Pay Report

Kloeckner Metals UK is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2019.

- The mean gender pay gap for Kloeckner Metals UK is - 8.35%
- The median gender pay gap for Kloeckner Metals UK is - 26.54%.
- The mean gender bonus gap for Kloeckner Metals UK is - 49.37%.
- The median gender bonus gap for Kloeckner Metals UK is - 65.00%.
- The proportion of male employees in Kloeckner Metals UK receiving a bonus is 78.67% and the proportion of female employees receiving a bonus is 78.40%.

Pay quartiles by gender

Band	Males	Females	Description
1	94.79%	5.21%	Includes all employees whose standard hourly rate places them at or below the lower quartile
2	92.23%	7.77%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
3	82.29%	17.71%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
4	80.31%	19.69%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



What are the underlying causes of Kloeckner Metals UK's gender pay gap?

Under the law, men and women must receive equal pay for:

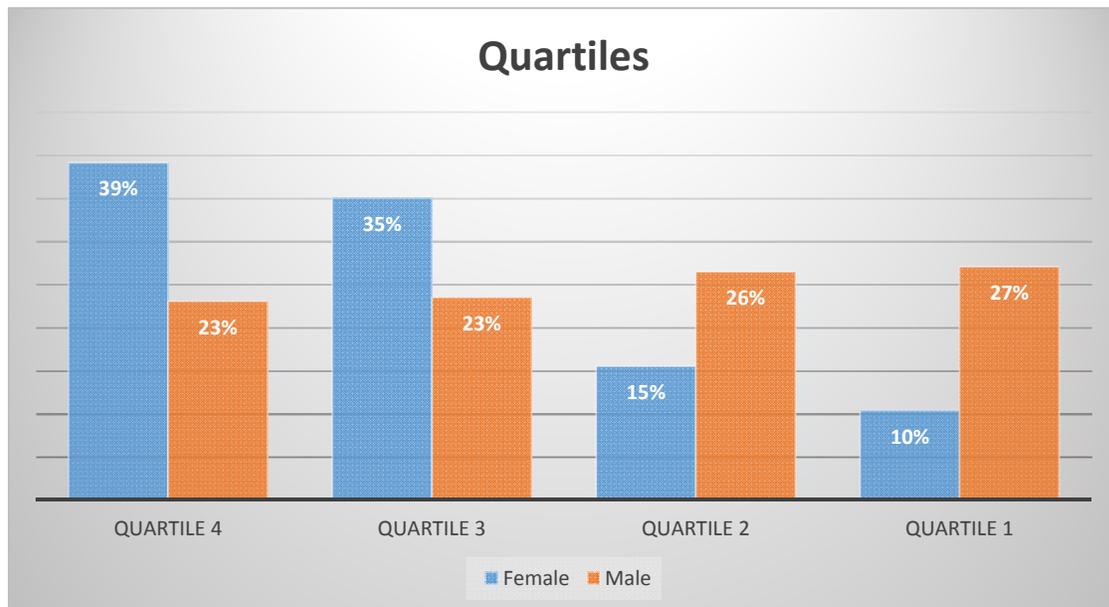
- The same or broadly similar work;
- Work rated as equivalent under a job evaluation scheme; or
- Work of equal value.

Kloeckner Metals UK is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- Carries out pay and benefits audits at regular intervals;
- Evaluates job roles and pay grades as necessary to ensure a fair structure.

Kloeckner Metals UK is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

The pattern from the UK economy as a whole is not necessarily reflected in the make-up of Kloeckner Metals UK's workforce, although clearly there is a male dominated workforce in terms of employee numbers (12.6% female). We find that female employees are more likely to be in the higher pay quartiles. As can be seen below:



How does Kloeckner Metals UK's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Kloeckner Metals UK's gap compares favourably with that of other organisations.

The average mean gender pay gap for all 10,812 employers in the previous year, who submitted data is 14.18%. At minus 8.35% Kloeckner Metals UK's mean gender pay gap is, therefore, significantly lower than that for the whole economy.

The median gender pay gap for all 10,812 employers is 11.88%. At minus 26.54, Kloeckner Metals UK's median gender pay gap is significantly lower than that of the whole economy.

The proportion of men at Kloeckner Metals UK who received a bonus in the 12 months up to 5 April 2019 was 78.67% (UK average 35.72%), while for women this was 78.40% (UK Average 34.39%). Again with a mean gender pay gap in bonus pay of minus 49.37%, in favour of female employees.

What is Kloeckner Metals UK doing to address its gender pay gap?

While Kloeckner Metals UK's gender pay gap compares favourably with that of organisations across the UK economy, this is not a subject about which Kloeckner Metals UK is complacent.

However, Kloeckner Metals UK also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the career choices that an individual may make. The industry in which we operate is traditionally a male dominated one, particularly in relation to roles involving, process, Plant and Machine Operatives, which form the vast majority of the Kloeckner Metals UK workforce, and it is this area where we have struggled to recruit. Although, we have seen an improvement in being able to recruit females in areas such as sales, head office support functions and other senior positions which is reflected in our gender pay gap figures.

Kloeckner Metals UK has taken to promote gender diversity in all areas of its workforce and aim to identify any barriers to gender equality and inform priorities for action, by analysing

- The proportions of men and women applying for jobs and being recruited;
- The proportions of men and women applying for and obtaining promotions;
- The proportions of men and women leaving the organisation and their reasons for leaving;
- The numbers of men and women in each role and pay band;
- The proportion of men and women who return to their original job after a period of maternity or other parental leave; and
- The proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave.

Kloeckner Metals UK is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

I, David Gross, Finance Director, confirm that the information in this statement is accurate.

Signed

