

Celsa Manufacturing (UK) Ltd Gender Pay Gap Reporting 2017

Celsa Manufacturing (UK) Ltd is the largest manufacturer of steel reinforcement in the UK and one of the largest manufacturers for other long steel products. From our facilities in Cardiff, we produce around £1.2 million tonnes of steel annually, all from recycled scrap metal.

The steel industry has traditionally been one that does not attract women as readily as it does men. However, we at Celsa Manufacturing (UK) Ltd know that women are a very valuable asset to our company. We recognise there is a strong link between the presence of women in leadership positions and positive company performance. There will always be benefits from more diverse thinking and modern ideas of transformative leadership include qualities that are often naturally present in women; qualities such as compassion, empathy and an open and inclusive negotiation style.

In 2008 women made up only 6% of the workforce but we have seen a positive movement to 15% by the end of 2017. However, we also have to face the fact that we do not have enough women in our senior management positions. If we are to change this then we need to encourage more women in to the business; develop and encourage them so that we have a pipeline of female managers. It is also important that we keep pushing for fairness and equality for our female colleagues. These are in themselves desirable qualities but it is consistently proven that they deliver positive business results.

Today's challenges require leaders with diverse skill sets and innovation that can only come from diverse ideas. Women in steel bring the skills, alternative perspectives and social and cultural differences that can deliver effective solutions. We are committed to ensuring that we have diverse workforce and we will continue to look at ways to attract, retain and develop leaders within the organisation that align with the company values.

In 2016, the Government brought in new regulations that required all UK employers with 250 or more employees to collect, analyse and publish their gender pay gap data as it stands on 5th April 2017. This report provides data for Celsa Manufacturing (UK) Ltd and measures the difference between the average earnings of male and female employees, regardless of role or grade.

The gender pay gap is not the same as equal pay. Equal pay ensures male and female employees receive the same pay for carrying out the same or equivalent work. This is a legal requirement in the UK and has been for many years.

The legislation requires us to report on;

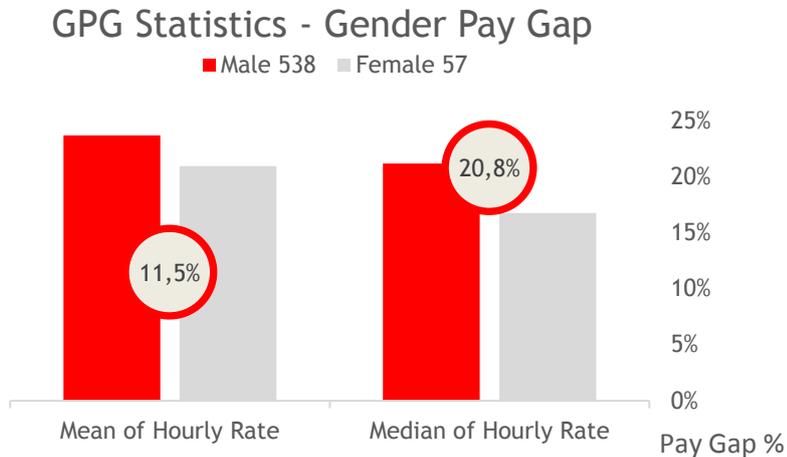
- The difference in the **mean hourly pay** rate and the **mean bonus pay** between all male and female employees. The mean is the average, which is calculated by adding up all of the numbers and then dividing it by the number in the group.
- The difference in the **median hourly pay** rate and the **median bonus pay** between all male and female employees. The median is calculated by ranking the data in the group from highest to lowest and taking the middle number between the two points.
- The proportion of male and female employees that receive a bonus.
- The proportion of male and female employees in each pay quartile. The pay quartiles are calculated by ordering the data from the highest to lowest and then dividing the data into four equal parts.

Gender Pay Gap Results

Gender Pay Gap

Mean gender pay gap is 11.5%

Median gender pay gap is 20.8%



Our gender pay gap exists in part due to the following;

- Shift premiums - the hourly pay rate for each employee (as required by the legislation) includes base salary, as well as other allowances such as shift premiums. One hundred per cent of employees working shifts, which attract a premium, are male.
- Part-time working - One hundred per cent of employees working part time are female with pro rata salary which will adversely affect the gender pay gap.

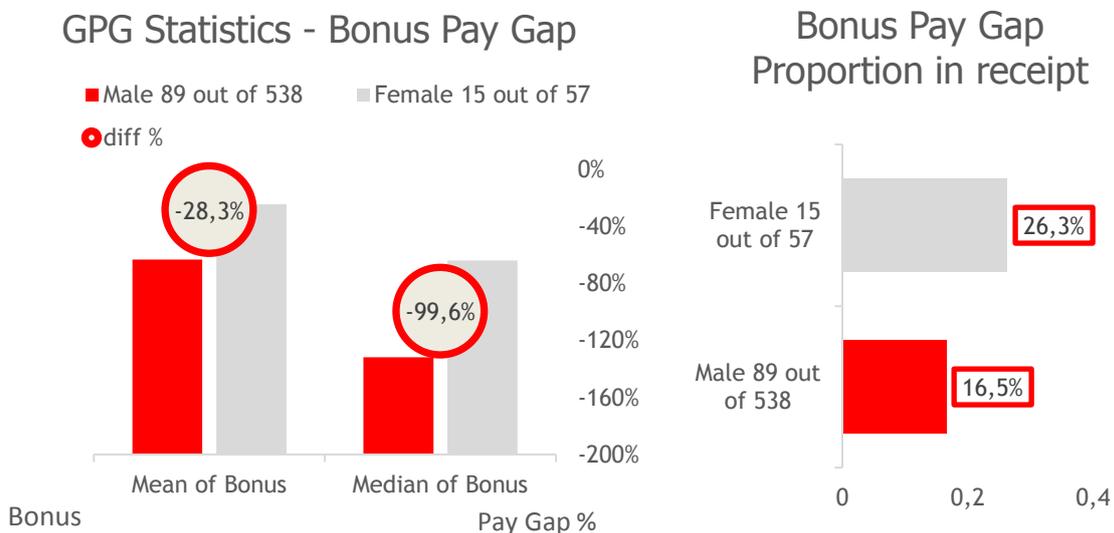
At Celsa Manufacturing (UK) Ltd we make sure that employees in similar roles are paid fairly by using a recognised job evaluation scheme (Hay).

Gender Bonus Gap

Mean gender bonus gap is -28.3%

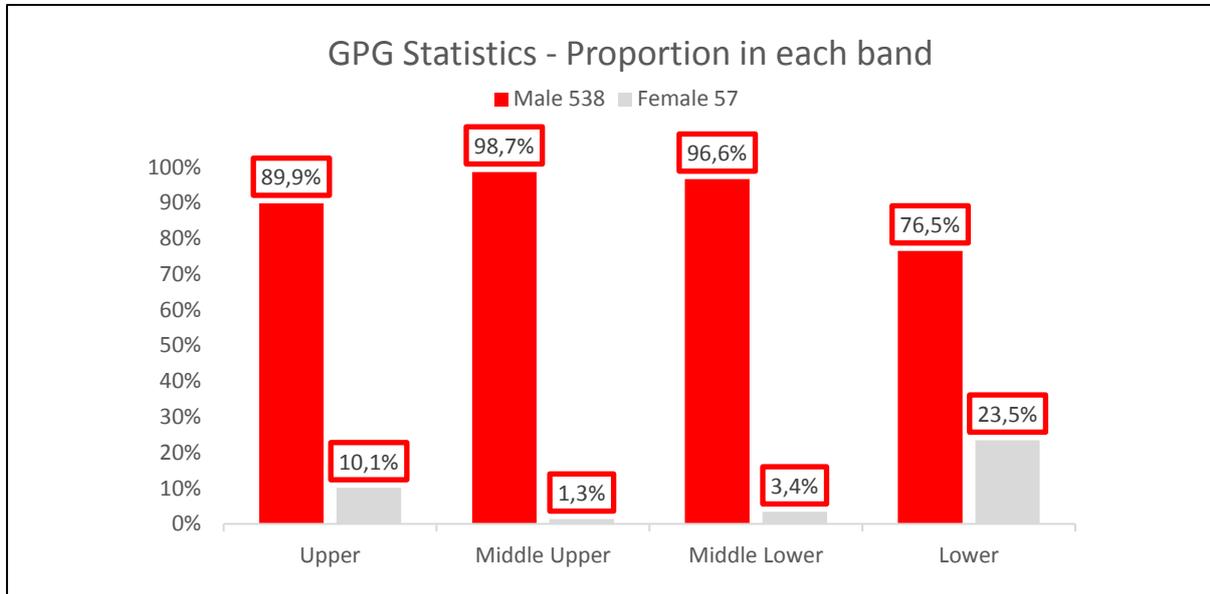
Median gender bonus gap is -99.6%.

26.3% of female employees receive a bonus compared to 16.5% of male employees.



The negative gender bonus gap in favour of female employees reflects the fact that during 2016 women received higher bonuses due to their achievement against the company targets.

Gender in each quartile



Celsa Manufacturing (UK) Ltd employed 595 people on 5th April 2017 of which 90.4% were male and 9.6% were female. The table shows the number of male and female employees in each of the four pay quartiles.

Luis Sanz, General Manager

James Ellis, Head of Human Resources

Declaration

This statement is published in accordance with the Gender Pay Gap Reporting regulations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We confirm that the information and data provided in this report is accurate and in line with mandatory requirements.