

Primetals Technologies UK is required by law to publish an annual gender pay gap report.

Our Data

This is our report for the snapshot date of 5th April 2018.

- The mean gender pay gap for Primetals Technologies UK is 34.0% (down from 38.1%)
- The median gender pay gap for Primetals Technologies UK is 34.1% (down from 35.6%)
- The mean gender bonus gap for Primetals Technologies UK is 70.7% (down from 77.7%)
- The median gender bonus gap for Primetals Technologies UK is 0%
- The proportion of both male and female employees in Primetals Technologies UK receiving a bonus is 100%.

Pay quartiles by gender

Number of individuals	Male	Female
Band A (Below LQ)	55.0%	45.0%
Band B (Between LQ and Med)	81.3%	18.8%
Band C (Between Med and UQ)	90.0%	10.0%
Band D (Above UQ)	97.5	2.5%

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

This data reflects the individuals employed by our UK organisation but also includes the Company's Global Head Quarters which is based in the UK and therefore is treated as part of the same legal entity.

What are the underlying causes of Primetals Technologies UK' gender pay gap?

Primetals Technologies UK. are 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 assignment or disability. It believes in paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we:

- Carry out pay and benefits audits at regular intervals;
- Evaluate job roles and pay grades as necessary to ensure a fair structure;
- Review each individual according to performance
- Have clearly defined recruitment programmes;
- Adopt flexible working practices;

Primetals Technologies UK are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, the 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.



This can be seen above in the table depicting pay quartiles by gender. This shows Primetals Technologies UK workforce divided into four equal sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile).

Whilst women are less well represented in the top two quartiles than elsewhere in our Company, and therefore the comparisons between rates of pay reflect this, in the last 12 months we have increased the number of women working in senior positions as well as addressed the pay for those working at lower levels within the organisation. We remain committed to our practice of promoting candidates based on historical performance, experience and ability, and expect to see the number of female employees in these quartiles increase in coming years.

Across the UK economy as a whole, men are more often in senior roles at the top of the organisation. Women are also more likely than men to have had breaks from work that have affect their career progressions, for example to bring up children. This is also true for Primetals Technologies UK where there is a higher percentage of women in part time roles, and many of the jobs available on a part time basis are in lower pay bands.

Industry Specific Commentary

Primetals Technologies UK operate within a specialised Industry of Project Based Design Engineering. The gender pay gap of other companies within this sector is believed to be of a similar level to those of our organisation.

The Womens Engineering Society (WES) statistics document (compiled from a number of sources revised in March 2016), suggests that only 6% of registered engineers and technicians (i.e. CEng, IEng, EngTech) are women. This is the lowest in Europe.

There is also a recognised cultural shift required within this sector and at Primetals Technologies UK, we have begun to tackle this starting at the Senior Leadership level, with a shift in mind set and behaviours as part of a wider investment in the development of our business. The Senior Leadership team are committed to continue to review and to address the leadership gap identified and the gender pay differences where possible.

The Bonus Scheme Data

Primetals Technologies UK is pleased to include participation into a bonus scheme within the terms and conditions of all of our employees. The majority of our employees are included in our "All Employee bonus scheme" where each individual receives the same bonus opportunity and results are calculated on a Company level. There is therefore complete equity within this scheme and so no gender bonus gap.

A smaller group of employees participate in the "Senior Management bonus scheme". This is a graduated scheme with the bonus opportunity increasing linked to the seniority of the position within the organisation. As there is a higher percentage of our senior managers who are male, we do see a gender bonus gap in this area however we aim to see improvements in this area. The gap is further increased through the inclusion of our Global Headquarters team with our reporting figures, with additional very senior positions added to the data reported in respect of our UK organisation.

What are Primetals Technologies UK doing to address its gender pay gap?

Primetals Technologies UK are committed to addressing the gender pay gap across the organisation. The figures reported above were first calculated shortly after the snapshot date, and a commitment made to address any issues arising from them.

Further investigation was undertaken to better understand the causes of our statistics, and to some extent were explained by factors such as higher levels of experience and service amongst male employees. Location also plays a part, with the high proportion of male employees based in our London headquarters.

Although some explanation has come from the above points, this does not account for the whole picture and direct actions have been taken where concerns remained. In some cases we have been able to immediately resolve the situations identified. In other cases we have begun a longer term process which will address the concerns identified over the course of multiple pay reviews.

Primetals Technologies UK are pleased to be able to report that over the last 12 months they have continued to address the benefit levels of all its employees and have made improvements to see the Gender Pay Gap reduce by 7% to 33.2% (median). Although we remain conscious of this gap and continue to work to reduce it, we are pleased to see our efforts result in a significant reduction within this first reporting year.

Although committed to the intentions of the Gender Pay Gap, Primetals Technologies UK also considers the broader picture in our efforts to attract and retain talented employees. We regularly review performance and promotion practices and have now extended this to include evidence based data to review the proportions of men and women recruited, promoted and leaving the organisation, the take up of flexible working practices and the retention of employees returning from family friendly leave and/or career breaks – options available to eligible male and female employees equally.

I, Stephen Brown, Managing Director - Primetals Technologies UK, confirm that the information in this statement is accurate.



Signed

Date 07.03.2019