

SG Iron Castings to International Specification

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Gender Pay Gap Information – 5 April 2018

The information presented has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Our figures adhere to specified time periods, criteria and calculations as defined by the Gender Pay Gap legislation. We have taken all reasonable steps to ensure their accuracy.

The Gender Pay Gap is defined as the difference in the average earnings of male and female employees across the company. It is important to note that the Gender Pay Gap is not the same as equal pay. Equal pay looks at the pay of males and females in the same or equivalent roles. Gender Pay looks at the pay of males and females across the whole company regardless of their role.

1. Gender pay gap

The percentage difference between female employee hourly pay compared to male employees:

- Mean 6.5% lower (2017 – 9.5% lower)
- Median 7.6% lower (2017 – 10.6% lower)

The average hourly pay of males is 6.5% higher than that of females which represents an improvement on the 2017 position. The primary reason for the pay gap is because there is less female representation in the upper pay bands compared to the lower pay bands. However, this does compare favourably to the Office for National Statistics estimated 17.1% mean gender pay gap across all UK industries in 2018 and 15.8% within the manufacturing sector.

2. Bonus gender pay gap

The percentage difference between total bonus pay in the year for female employees compared to male employees:

- Mean 30.8% lower (2017 – 49.5% lower)
- Median 54.4% lower (2017 – 41.8% lower)

Our bonus gap is representative of the fact that there are fewer women in the organisation working in production related roles which incorporate an additional bonus relating specifically to productivity. During the year to 5 April 2018 there were 29.2% of women working in production related roles in comparison to 93.5% of men. The mean and median figures differ as the mean figure involves taking the average of all bonuses, therefore, high bonus payments have impacted the value. The median figure gives an indication about the difference in the middle bonus payments within the organisation.

The bonus gap is based on the total bonus pay received during the year without taking account of hours worked or those who joined the company part way through the year. Our workforce includes 39.1% of women who are part-time compared to 0.3% of men. The mean bonus pay gap is 4.2% when calculated to exclude part-time employees.



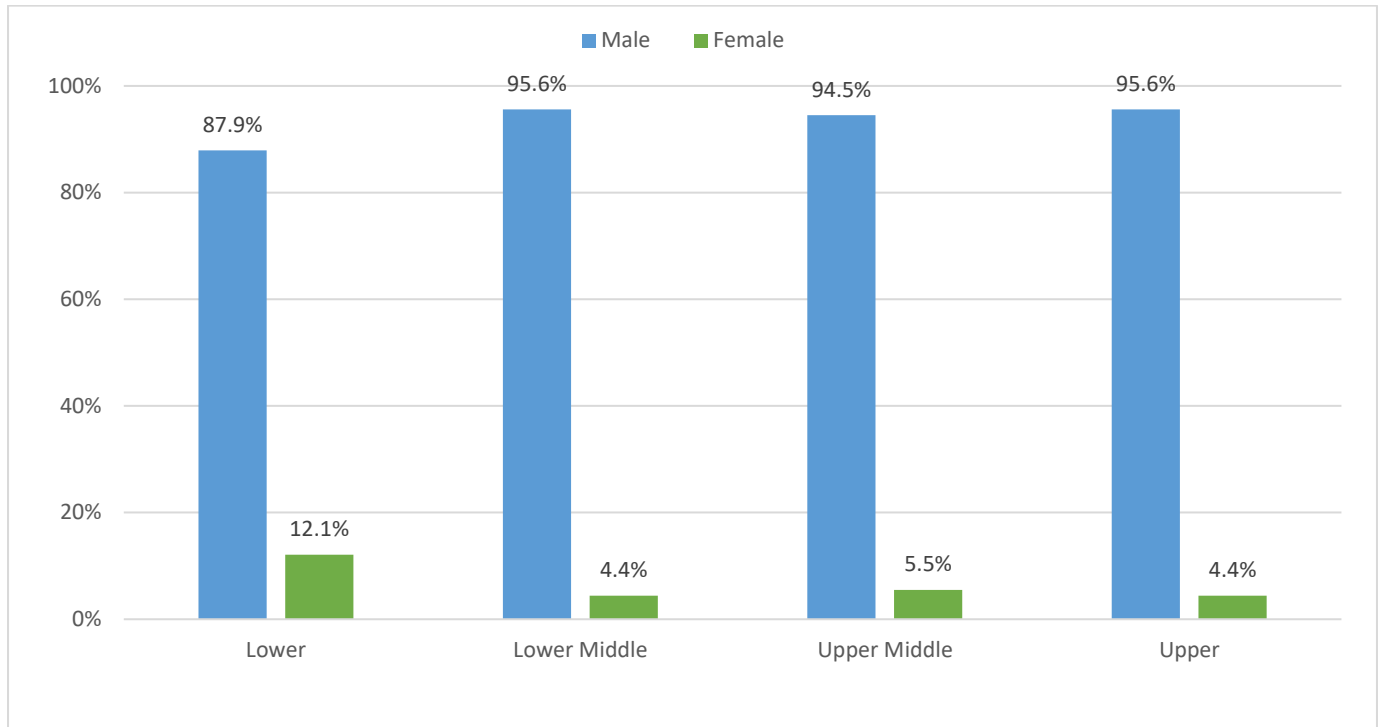
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3. Proportion of males and females who received a bonus payment

The proportion of males and females who received a bonus during the year was 98.8% of men and 95.8% of women. Of the 2 men and 1 woman who did not receive a bonus payment, all were new starters in the year and not yet eligible for bonus payments.

4. Gender pay gap quartiles

The percentage of males and females in each pay quartile is as follows:



The manufacturing sector is recognised to be a male dominated industry. Our male / female workforce split is representative of this and will therefore affect our Gender Pay Gap figures. Therefore, it is important to remember our calculations are based on a workforce made up of 6% women and 94% men. Our results highlight the greatest concentration of female employees is in the lower quartile, followed by the upper middle with lower and upper quartiles the same.

Future commitment

We remain committed to ensuring that all employees are treated fairly and consistently and that no employee is treated adversely due to gender or any other characteristic such as nationality, ethnicity or age.

Attracting talented women into our industry remains a challenge but we are committed both to equality and encouraging a diverse workforce. Recruiting, training and retaining an engaged, skilled workforce remains critical to the continued success of the company.

Tracy Mcloughlin
Finance Director
William Lee Ltd



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