

**SG Iron Castings to International Specification**

## **William Lee Ltd.**

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### **Gender Pay Gap Information – 5 April 2021**

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 6.2% lower (2020 – 3.3% lower)
- Median 14.2% lower (2020 – 7.0% lower)

The average hourly pay of males is 6.2% higher than that of females which represents a slightly wider gap than the 2020 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.

The figures compare favourably to the Office for National Statistics estimate at 15.4% mean gender pay gap across all UK industries in 2021 and 15.0% within the manufacturing sector.

The median figure gives an indication about the difference in the middle hourly rate of pay within the organisation. This statistic shows a higher median hourly rate of pay of males is 14.2% higher than that of females which represents an increase in the gap when compared to 2020.

#### **2. Bonus gender pay gap**

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

- Mean 29.3% lower (2020 – 32.6% lower)
- Median 26.4% lower (2020 – 14.3% lower)

Our bonus gap is representative of the fact that there are fewer women in production roles which attract a productivity bonus.

The bonus gap is based on the total bonus pay received during the year without taking account of the impact of those who joined the company part way through the year. The median figure gives an indication about the difference in the middle bonus payments within the organisation.



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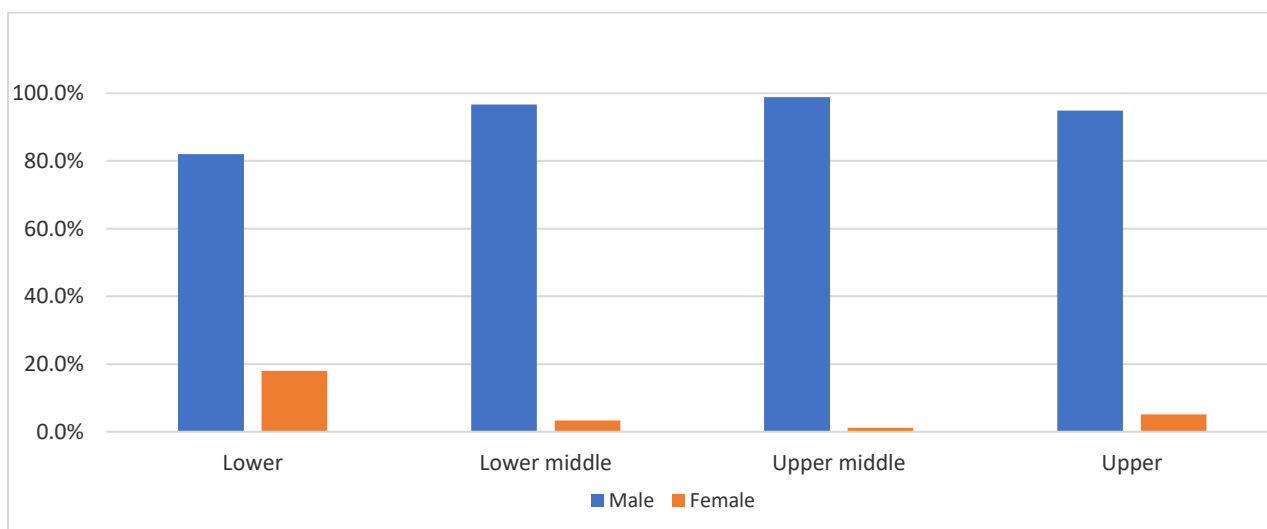
The bonus gap is based on the total bonus pay received during the year without taking account of hours worked or those who joined the company part way through the year. Our workforce includes 42.9% of women who are part-time compared to 1.6% of men. The mean bonus pay gap is 13.9% when calculated to exclude part-time employees.

### 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 81.6% of men and 83.9% of women. Of the employees who did not receive a bonus payment, all were new starters during 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 7% women and 93% men. Our results highlight the greatest concentration of female employees is in the lower quartile, followed by the upper quartile, then lower middle quartile, with the lowest number of females in the upper middle quartile.

### 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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