

SG Iron Castings to International Specification

William Lee Ltd.

Registered Office & Works
Callywhite Lane
Dronfield, Derbyshire
England, S18 2XU
Telephone: 01246 416155
Fax: 01246 417165
Sales Fax: 01246 292184
www.wmlee.co.uk

Gender Pay Gap Information – 5 April 2022

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:

| | April 2022 | April 2021 | April 2020 |
|--------|-------------|-------------|------------|
| Mean | 8.6% lower | 6.2% lower | 3.3% lower |
| Median | 13.9% lower | 14.2% lower | 7.0% lower |

The average hourly pay of males is 8.6% higher than that of females which represents a slightly wider gap than the 2021 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 median figure gives an indication about the difference in the middle hourly rate of pay within the organisation.

Due to the relatively low number of female employees, both measures are very sensitive to changes in the data population. The mean figures compare favourably to the Office for National Statistics estimate at 11.3% mean gender pay gap across all UK industries in 2022 and 10.1% within the manufacturing sector. The median figures are higher than the Office for National Statistics across all industries at 8.3% but below the manufacturing sector of 14.1%.

The median hourly rate of pay of males is 13.9% higher than that of females which represents a reduction in the gap when compared to 2021.

2. Bonus gender pay gap

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

| | April 2022 | April 2021 | April 2020 |
|--------|-------------|-------------|-------------|
| Mean | 6.8% lower | 29.3% lower | 32.6% lower |
| Median | 27.4% lower | 26.4% lower | 14.3% lower |

Our bonus gap continues to be sensitive to the fact that there are fewer women in senior roles in the organisation. The bonus gap is based on the total bonus pay received during the year without taking account the impact of those who joined the company part way through the year. The mean bonus shows a considerable improvement from 2021, whilst the median figure, which gives an indication about the difference in the middle bonus payments within the organisation, shows a marginal increase in the gap compared with 2021.



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

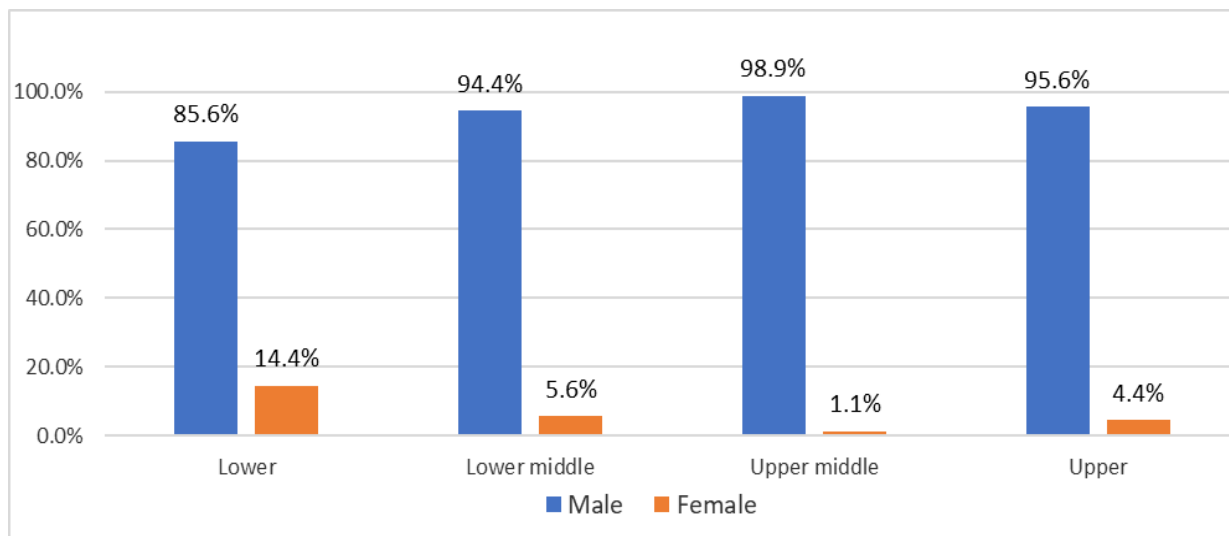
The proportion of males and females who received a bonus during the year:

| | April 2022 | April 2021 | April 2020 |
|---------|------------|------------|------------|
| Males | 87.4% | 81.6% | 91.6% |
| Females | 90.3% | 83.9% | 77.1% |

Of the employees who did not receive a bonus payment, all were new starters during the year and not yet eligible for bonus payments. All new employees are now eligible for bonus payments within 3 months of their start date.

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. 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 lower middle quartile, then upper 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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