

SG Iron Castings to International Specification

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Gender Pay Gap Information – 5 April 2023

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 2023	April 2022	April 2021
Mean	5.1% lower	6.9% lower	6.1% lower
Median	15.6% lower	13.9% lower	14.2% lower

The average hourly pay of males is 5.1% higher than that of females which represents an improvement on the 2022 position. The primarily 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. However, the mean figures compare favourably to the Office for National Statistics estimate at 10.7% mean (7.7% median) gender pay gap across all UK industries in 2023 and 11.2% mean (15.9% median) 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:

	April 2023	April 2022	April 2021
Mean	44.7% higher	1.8% lower	11.6% lower
Median	3.2% lower	6.4% lower	7.6% lower

Our bonus gap continues to be sensitive to the fact that there are fewer women 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 and median bonus show a considerable improvement from 2022. The



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average bonus paid to females in the year is 44.7% higher than that of males, however, the median total bonus paid to males is 3.2% higher than that paid to females.

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

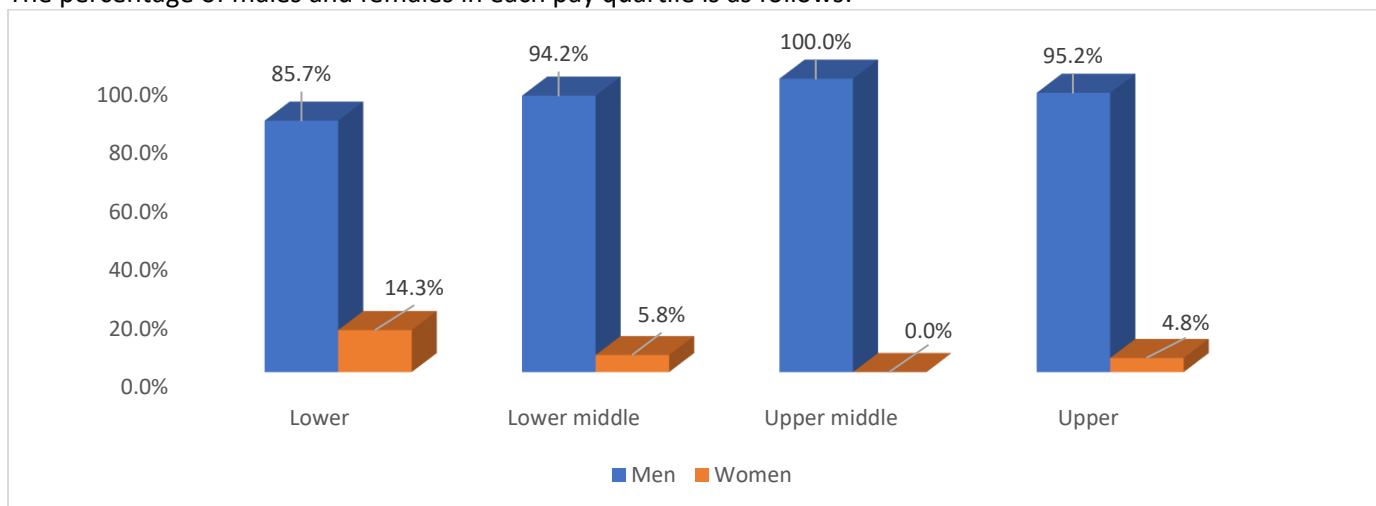
The proportion of males and females who received a bonus during the year:

	April 2023	April 2022	April 2021
Males	86.6%	87.4%	81.6%
Females	96.7%	90.3%	83.9%

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 8% women and 92% 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 no 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, sexual orientation, 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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