



Gender pay report

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Barrett Steel Limited is required to publish gender pay gap information on an annual basis.

This information is based on the snapshot date of 5 April 2022.

Calculation 1

The mean gender pay gap is 14%

Calculation 2

The median gender pay gap is 7%

Calculation 3

The mean bonus gender pay gap is 61%

Calculation 4

The median bonus gender pay gap is -30%

Calculation 5

The proportion of females receiving a bonus payment is 87%

The proportion of males receiving a bonus payment is 91%

Calculation 6

The proportion of males and females in each pay quartile:

Quartile	Female	Male
Lower	20%	80%
Lower middle	11%	89%
Upper middle	13%	87%
Upper	16%	84%

Supporting narrative

Barrett Steel Limited understands the importance of having a diverse workforce and the benefits of recruiting, developing and retaining employees. We are therefore committed to providing equal opportunities and flexibility for all of our employees.

Barrett Steel Limited ensure employee pay and bonuses remain under constant review, with at least a full annual review performed. These reviews aim to remunerate fairly, based on the role requirements and with knowledge of external rates and mechanisms of pay.

Barrett Steel Limited considers that the calculations above reflect the varying roles, salaries and bonus arrangements of the Barrett Steel Limited workforce and the packages that these roles attract.

The calculations continue to highlight that there are more male employees within Barrett Steel Limited, a large proportion of which work in manufacturing and logistics operations. As a consequence of pay benchmarking exercises performed during the period some of these roles received higher proportional annual pay awards than other roles within the group such as central functions. Consequently there has been a slight change within the quartile bandings compared to previous years between male and female employees.

Barrett Steel Limited will continue to monitor its gender pay gap calculations for the benefit of all.

Marcus Tyldsley

Chief Financial Officer of Barrett Steel Limited, confirms that the calculations in this report are accurate.