



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 2023.

Calculation 1

The proportion of males and females in each pay quartile:

Quartile	Female	Male
Lower	19%	81%
Lower middle	11%	89%
Upper middle	12%	88%
Upper	18%	82%

Calculation 2

The mean gender pay gap is 10%

Calculation 3

The median gender pay gap is -2%

Calculation 4

The proportion of males receiving a bonus payment is 94%

The proportion of females receiving a bonus payment is 89%

Calculation 5

The mean bonus gender pay gap is 46%

Calculation 6

The median bonus gender pay gap is -23%

Supporting narrative

Our employees are core to the Group and the delivery of its strategic aims. The success of our business therefore depends on attracting, retaining and motivating employees.

The Group aims to remain a responsible employer, delivering suitable pay and benefits to all employees, and commitment to our health, safety and workplace environment. We aim to provide equal opportunities and flexibility for all our employees.

The Group ensures 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. The Group operates an appraisal and goal setting system, has regular training and development programmes, and promotes people annually to more senior positions.

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 Group continues to have a larger male workforce, the majority of whom work in manufacturing and logistics operations. The calculations show that the pay gap has reduced over the past year across all areas of the business, with more females taking up management and support function roles.

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.