



ACENTA STEEL LIMITED –GENDER PAY REPORT 2019

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. This information below is based on data as at 5th April 2019. At this date Acenta employed 88% being male and 12% being female.

Gender Pay Information

Mean hourly pay difference between male and female employees 8.24%

Median hourly pay difference between male and female employees 9.03%

Quartile Pay Band Information

	Male	Female
Lower Quartile	80%	20%
Lower Middle Quartile	88%	12%
Upper Middle Quartile	95%	5%
Upper Quartile	88%	12%

Bonus Pay information

The mean bonus pay gap is 6.75%

The median bonus pay gap is -27.66%

The proportion of males receiving a bonus payment is 98.76%

The proportion of females receiving a bonus payment is 97.67%

Supporting narrative

Acenta Steel 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 to all our employees.

Acenta performs an annual review of all employee pay and bonuses which aims to remunerate fairly, based on the role requirements.

The calculations continue to highlight that there are more male employees within Acenta Steel due to the nature of business manufacturing and operations.

In comparison, the median bonus calculations highlight an increased pay of females than males which is result of female employees taking roles within departments such as sales and finance functions.

What we are doing next

We are working with trade body MAKEUK to address the absence of women working in operation. EEF undertaking a drive to recruit women into engineering apprenticeship roles.

I confirm the information published above is accurate.

Mandip Singh

Group Financial Controller
11th February 2020