



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 2019.

Calculation 1

The mean gender pay gap is 15%

Calculation 2

The median gender pay gap is -3%

Calculation 3

The mean bonus gender pay gap is 52%

Calculation 4

The median bonus gender pay gap is -32%

Calculation 5

The proportion of females receiving a bonus payment is 82%

The proportion of males receiving a bonus payment is 75%

Calculation 6

The proportion of males and females in each pay quartile:

Quartile	Female	Male
Lower	23%	77%
Lower middle	7%	93%
Upper middle	11%	89%
Upper	14%	86%

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 performs an annual review of all employee pay and bonuses which aims 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. The structure and nature of Barrett Steel Limited's manufacturing and logistics operations results in many of these male employees working in roles which fall within the two lower pay quartiles.

In comparison, the calculations highlight an increased proportion of females within the two upper pay quartiles which is a result of female employees taking roles within departments such as sales, credit control and central support functions.

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.