

## **BRC Limited Gender Pay Gap Reporting 2019 & 2020**

BRC LTD is one of the UK's leading specialist reinforcement manufacturers; producing a range of steel products made from recycled scrap metal which support construction projects across the country.

The steel industry has traditionally been one that does not attract women as readily as it does men. However, we at BRC LTD know that women are a very valuable asset to our company. We recognise there is a strong link between the presence of women in leadership positions and positive company performance. There will always be benefits from more diverse thinking and modern ideas of transformative leadership include qualities that are often naturally present in women; qualities such as compassion, empathy and an open and inclusive negotiation style.

In recent years, we have continued to focus on our "Women in Steel" campaign. We know that achieving effective gender equality is the duty of all of society and at BRC we work with that objective in mind and will continue to do so. We belong to a historically male orientated industrial sector, but we are taking steps to establish a better balance of men and women.

At BRC, our efforts have seen a marginal improvement in the number of women with the business. However, we recognised that we still have more work to do to meet our goal.

We identify that we do not have enough women in our senior management positions. Our biggest challenge is to encourage more women in to the business, to develop and support them so that we have a pipeline of female managers. We will continue to keep pushing for fairness and equality for our female colleagues.

Today's challenges require leaders with diverse skill sets and innovation that can only come from diverse ideas. Women in steel bring the skills, alternative perspectives and social and cultural differences that can deliver effective solutions. We are committed to ensuring that we have a diverse workforce and we will continue to look at ways to attract, retain and develop leaders within the organisation that align with the company values.

In 2016, the Government brought in new regulations that required all UK employers with 250 or more employees to collect, analyse and publish their gender pay gap data as it stands on 5th April each year. This report provides data for BRC LTD, which encompasses BRC Reinforcements and BRC Manufacturing and measures the difference between the average earnings of male and female employees, regardless of role or grade.

The gender pay gap is not the same as equal pay. Equal pay ensures male and female employees receive the same pay for carrying out the same or equivalent work. This is a legal requirement in the UK and has been for many years.

The legislation requires us to report on;

- The difference in the mean hourly pay rate and the mean bonus pay between all male and female employees. The mean is the average, which is calculated by adding up all of the numbers and then dividing it by the number in the group.
- The difference in the median hourly pay rate and the median bonus pay between all male and female employees. The median is calculated by ranking the data in the group from highest to lowest and taking the middle number between the two points.

- The proportion of male and female employees that receive a bonus.
- The proportion of male and female employees in each pay quartile. The pay quartiles are calculated by ordering the data from the highest to lowest and then dividing the data into four equal parts.

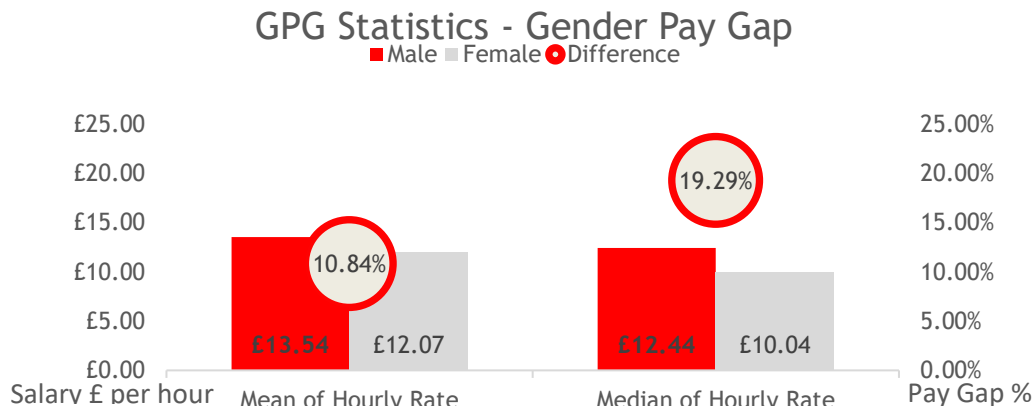
### Gender Pay Gap Results

#### Gender Pay Gap

##### 2019

Mean gender pay gap is 10.84%

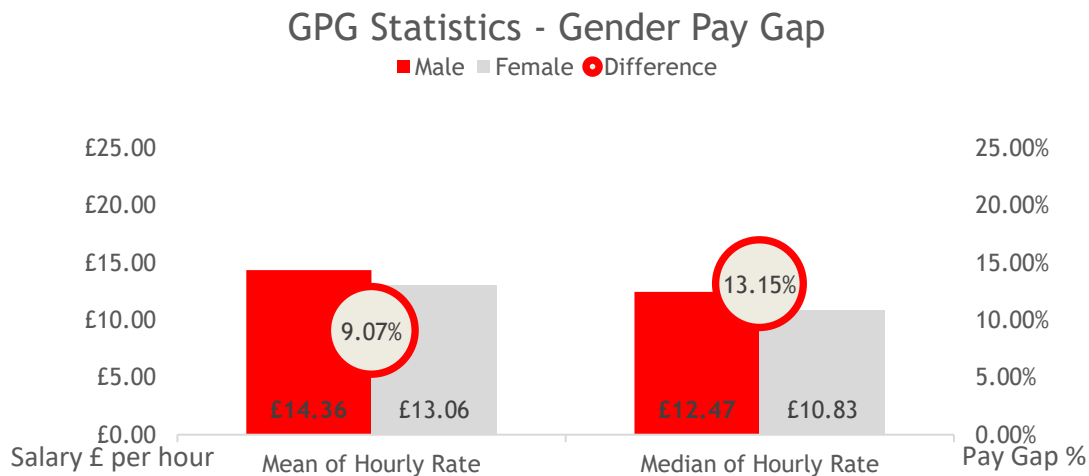
Median gender Pay gap is 19.29%



##### 2020

Mean gender pay gap is 9.07%

Median gender Pay gap is 13.15%



The mean gender pay gap increased from 10.7% in 2018 to 10.84% in 2019 and improved to 9.07% in 2020. The median gender pay gap also increased from 17.9% to 19.29% in 2019 and seen improvement to 13.15% in 2020.

Our gender pay gap exists in part due to the following;

- Shift premiums - the hourly pay rate for each employee (as required by the legislation) includes base salary, as well as other allowances such as shift premiums. One hundred per cent of employees working shifts, which attract a premium, are male.
- Production bonus – the hourly rate for each employee (as required by the legislation) includes bonus. Many of the production-based positions within BRC LTD include a productivity bonus, with one hundred per cent of employees working in these positions being male.

At BRC LTD we make sure that employees in similar roles are paid fairly by using a recognised job evaluation scheme (Hay).

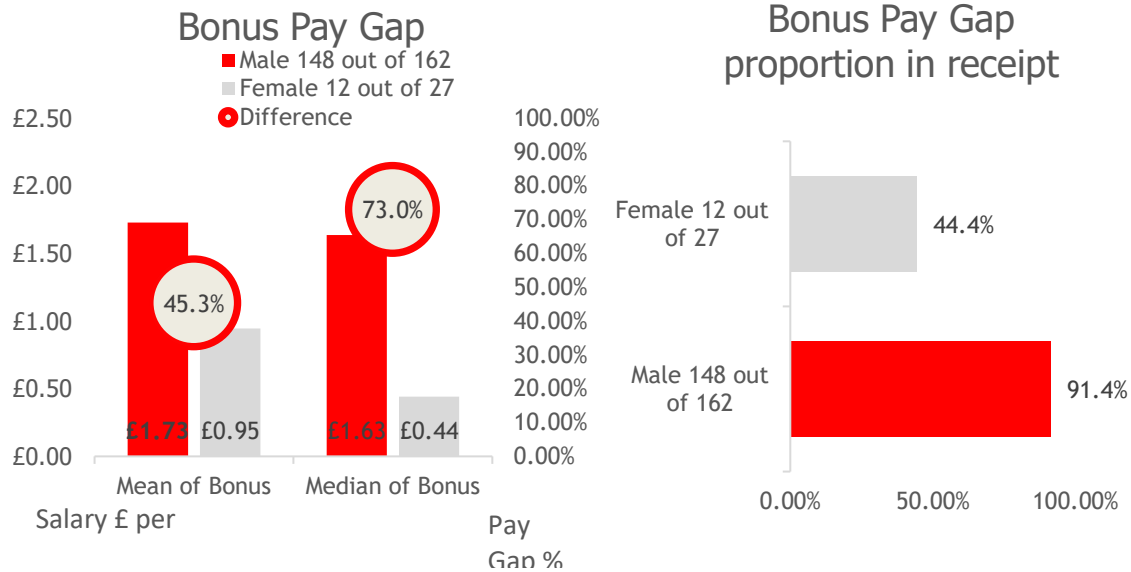
**Gender Bonus Gap**

**2019**

Mean gender bonus gap is 45.33%

Median gender bonus gap is 72.97%.

44.44% of female employees receive a bonus compared to 91.36% of male employees.

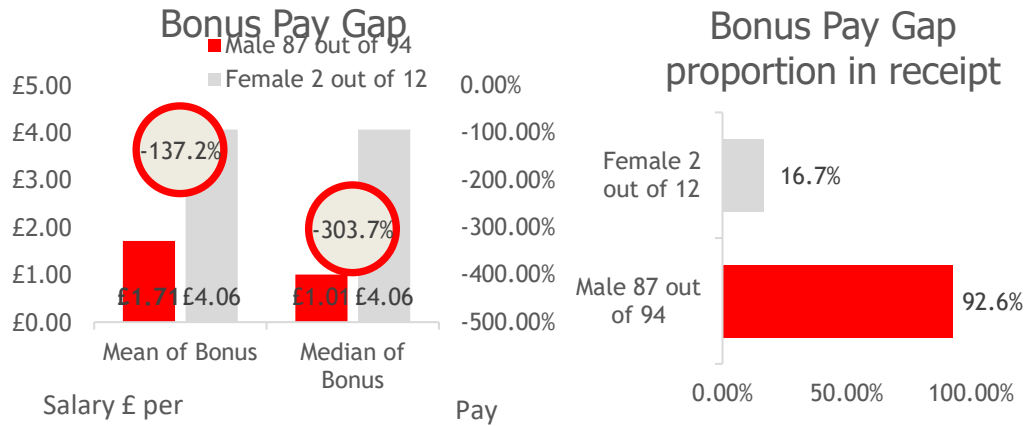


**2020**

Mean gender bonus gap is -137.21%

Median gender bonus gap is -303.69%.

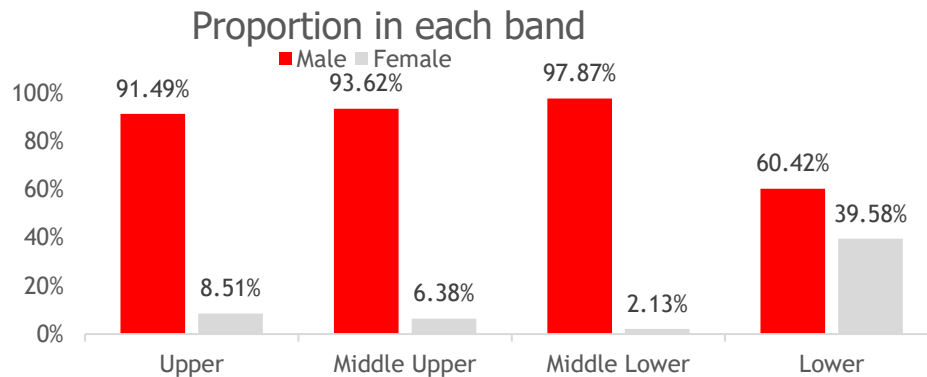
16.67% of female employees receive a bonus compared to 92.55% of male employees.



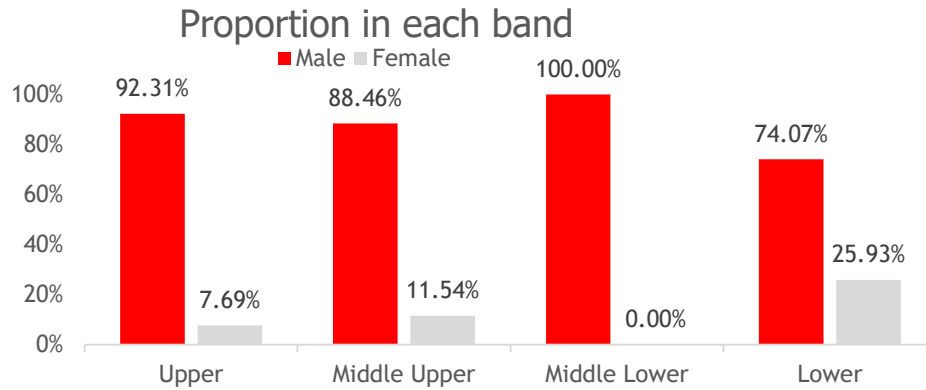
Overall numbers of all employees who are in receipt of bonus has dropped due to reduction in staffing levels during the pandemic. A larger proportion of male employees are in receipt of bonus whereas a smaller number of females are operating in roles that attract performance related bonus.

**Gender in each quartile**

**2019**

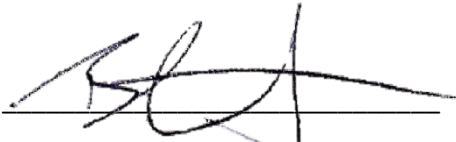


**2020**



BRC LTD employed 189 relevant full pay employees on 5<sup>th</sup> April 2019 of which 85.71% were male and 14.29% were female. On 5<sup>th</sup> April 2020, BRC LTD employed 106 relevant full pay employees, of which 88.68% were male and 11.32% were female.

The tables for 2019 and 2020 shows the number of male and female employees in each of the four pay quartiles. The proportion of women moving into the upper middle quartile improved by 2.08% in 2019 and 5.16% to 11.54% in 2020.



**Antony Stumpf, General Manager**



**James Ellis, Head of Human Resources**

**Declaration**

This statement is published in accordance with the Gender Pay Gap Reporting regulations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We confirm that the information and data provided in this report is accurate and in line with mandatory requirements.