

## **BRC Limited Gender Pay Gap Reporting 2021**

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.

Over the last 12 months, 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 50% improvement in the number of women within 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, although this has improved slightly during 2021. 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.

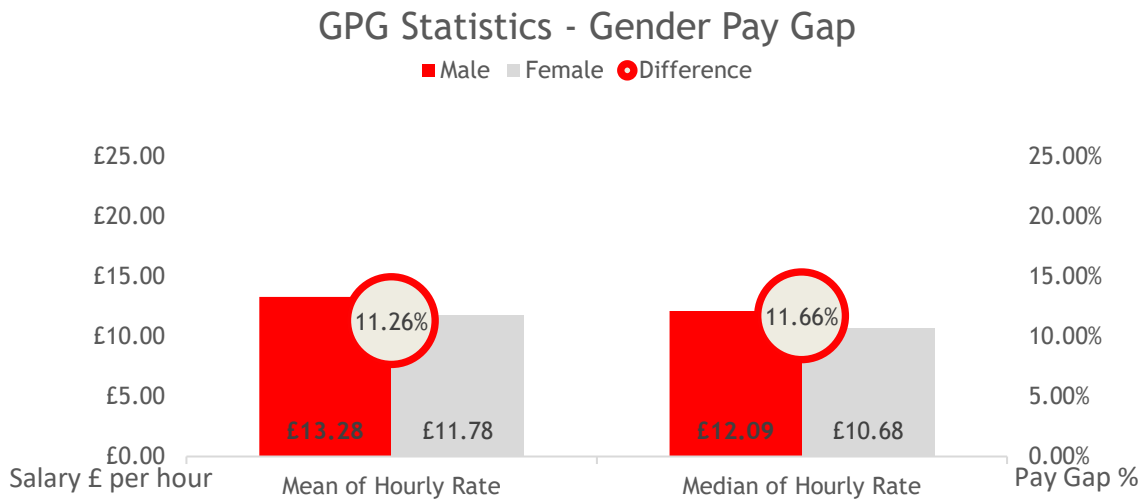
- The proportion of male and female employees that receive a bonus.
- The proportion of male and female employees in each pay quartile. The pay quartiles are calculated by ordering the data from the highest to lowest and then dividing the data into four equal parts.

### Gender Pay Gap Results

#### 2021

Mean gender pay gap is 11.26%

Median hourly rate is 11.66%



The mean gender pay gap increased from 9.07% in 2020 to 11.26% in 2021. The median gender pay gap has seen improvement to 11.66% in 2021 compared to 13.15% in 2020.

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

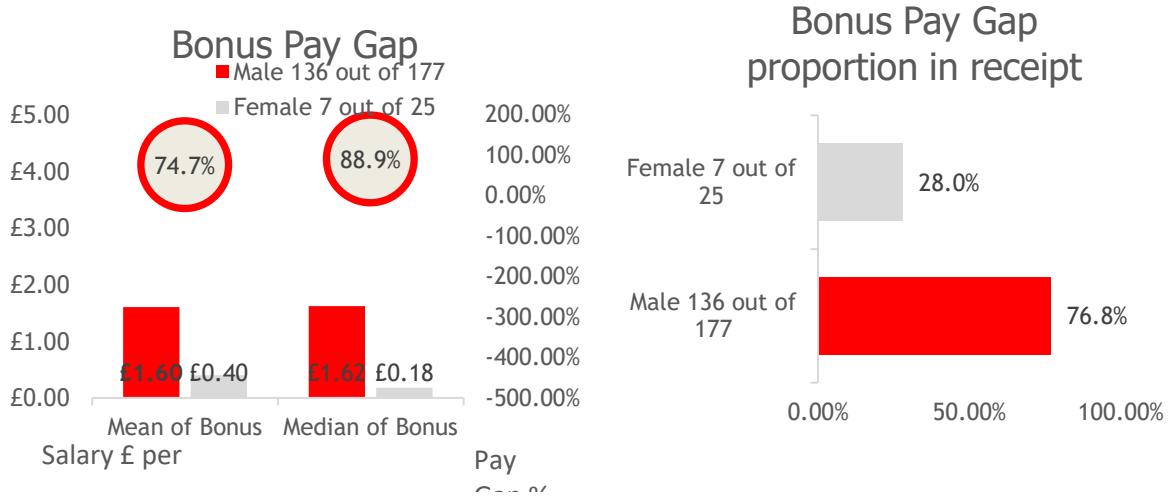
- Shift premiums - the hourly pay rate for each employee (as required by the legislation) includes base salary, as well as other allowances such as shift premiums. The majority of employees working shifts, which attract a premium, are male.
- Production bonus – the hourly rate for each employee (as required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

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

### Gender Bonus Gap

#### 2021

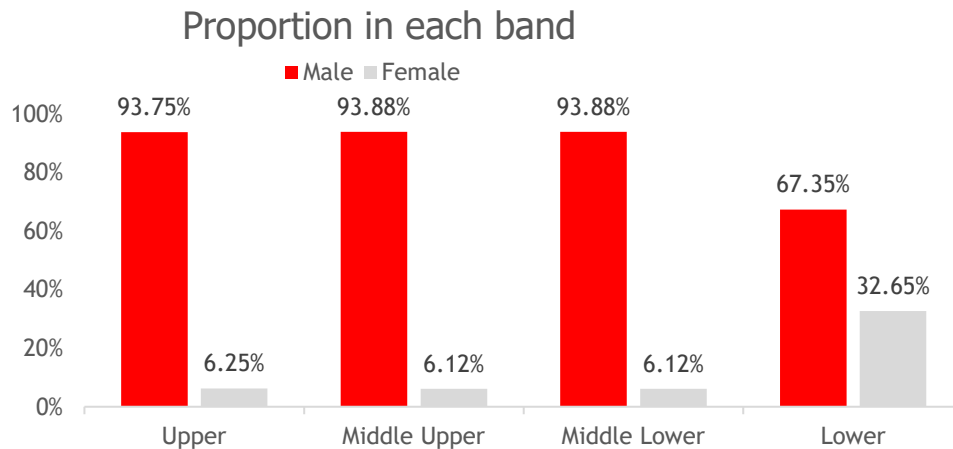
Mean gender bonus gap is 74.71%  
 Median gender bonus gap is 88.89%  
 28.00% of female employees receive a bonus compared to 76.84% of male employees.



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. However the females in receipt of bonus has improved year on year. 2019 16.67% of females received bonus and this has increased to 28.00% in 2021. 2019 totalled 12 females with 2022 females more than 50% to 25 females.

**Gender in each quartile**

**2021**



BRC LTD employed 195 relevant full pay employees on 5<sup>th</sup> April 2021 of which 170 male / 25 female.

The table for 2021 show the number of male and female employees in each of the four pay quartiles. The proportion of women moving into the upper middle quartile has decreased from 11.54% in 2020 to 6.12% in 2021 with the proportion of women moving into the middle lower quartile in 2021; Middle Lower Quartile 0.00% 2020 to 6.12% in 2021. This is due to females in non-production roles leaving the business during the Covid-19 pandemic with the job roles then being replaced through production roles.

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**Antony Stumpf, Managing Director**

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**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.