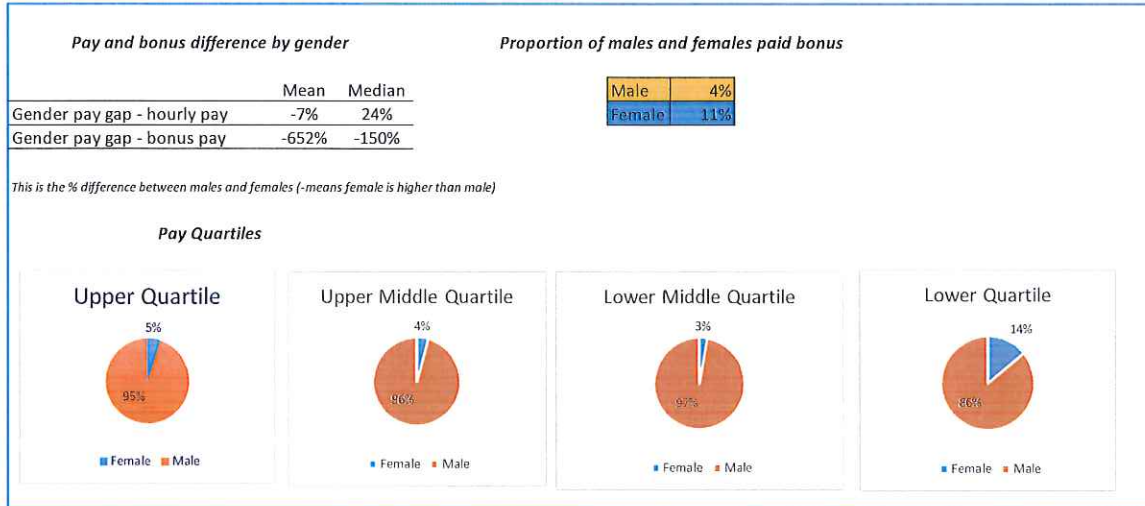




GENDER PAY GAP REPORT 2017

Special Metals Wiggin Ltd

All data correct at 5 April 2017



Introduction

In 2018, companies across the UK with over 250 employees are required to report on their gender pay gap. At the data capture date (5th April 2017), Special Metals Wiggin Ltd (SMW) employed 572 people, of which females represented just over 6% of the total workforce. Our workforce composition shows that we have only one female 'shop floor' operations employee and have a relatively higher proportion of females in the more senior staff positions which has affected the results.

Policy

SMW recognises that it is essential to provide equal opportunities to all persons without discrimination in all aspects of employment, including recruitment, reward and promotion.

Analysis of 2017 results

This is the first year in which we have published our gender pay gap data and our results have been calculated in line with Gender Pay Reporting Regulations.

SMW's figures show that the median (or mid-point) pay of female employees is 24% lower than our male workforce. However, because of the way the calculations work, the mean (or average) female hourly rate was 7% higher compared to the average rate for male employees.

Similarly, on bonus payments, a significantly higher proportion (11%) of females received bonus in the reporting period, whilst the Quarterly Cash Bonus (QCB) applicable to the majority of employees did not pay out at all during this period.

Industry context

SMW operates within the UK metals manufacturing sector, which has attracted a significantly higher proportion of male employees. At the same time, whilst SMW has maintained a healthy influx of trainees and apprentices, the applicants have been predominantly male.

Actions

SMW has historically had a competency based pay structure for production jobs which is not impacted by gender. SMW is currently implementing a structured approach to pay bands for all employees in staff areas.

We will soon be communicating a revised bonus scheme to be applied across the Hereford site.

In addition, SMW will continue to encourage females to develop a career within the manufacturing sector wherever possible.

Finally, SMW will continue to monitor its gender pay gap records and will seek to maintain its position of attracting, retaining and investing in talent across all employees and all sections of the business.

I confirm that the data reported for Special Metals Wiggin Ltd is accurate



Stuart Allan
HR Director