

## Express Reinforcements Limited Gender Pay Gap Reporting 2022

Express Reinforcements 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 Express Reinforcements 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 2022, as in previous 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 Express 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 Express, our efforts have seen a marginal improvement in the number of women with the business. However, we recognise that we still have more work to do to meet our goal.

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.

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 Express Reinforcements 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.

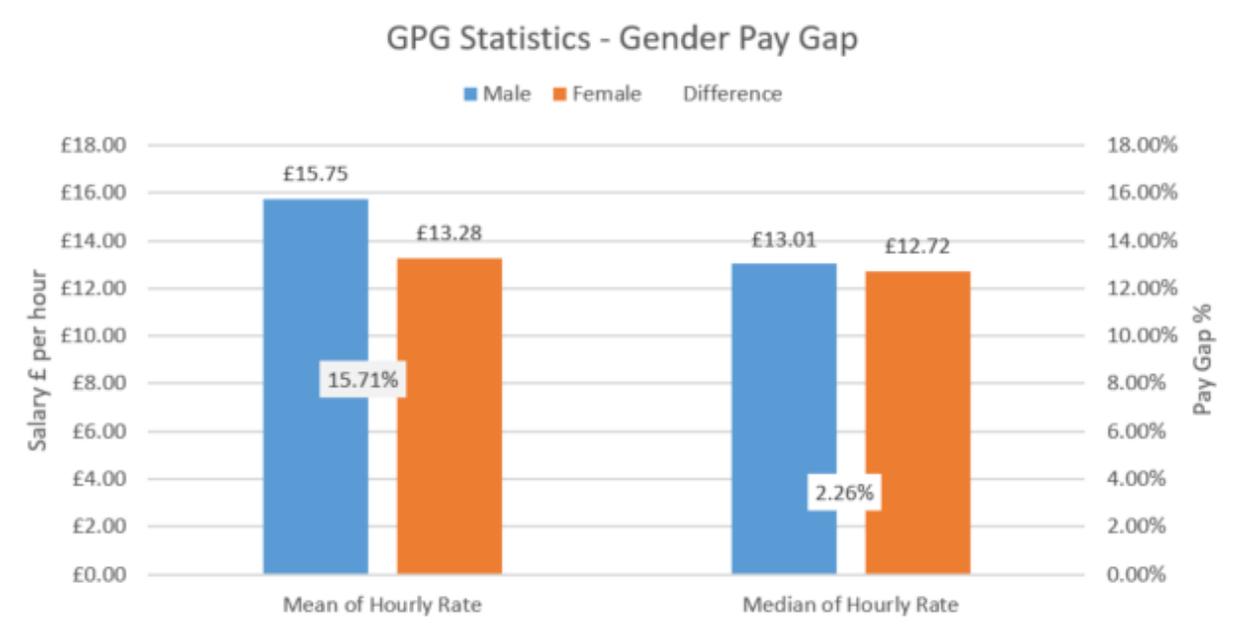
## Gender Pay Gap Results

### Gender Pay Gap

#### 2022

Mean gender pay gap is 15.71%

Median gender Pay gap is 2.26%



The mean gender pay gap has reduced by 2.46% in 2022, from 18.17% in 2021 to 15.71% in 2022. The median pay gap has significantly reduced from 17.23% in 2021 to 2.26% in 2022.

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. A high percentage 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 Express Reinforcements LTD include a productivity bonus, with a high percentage of employees working in these positions being male.
- Male employees make up 88% of the workforce.

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

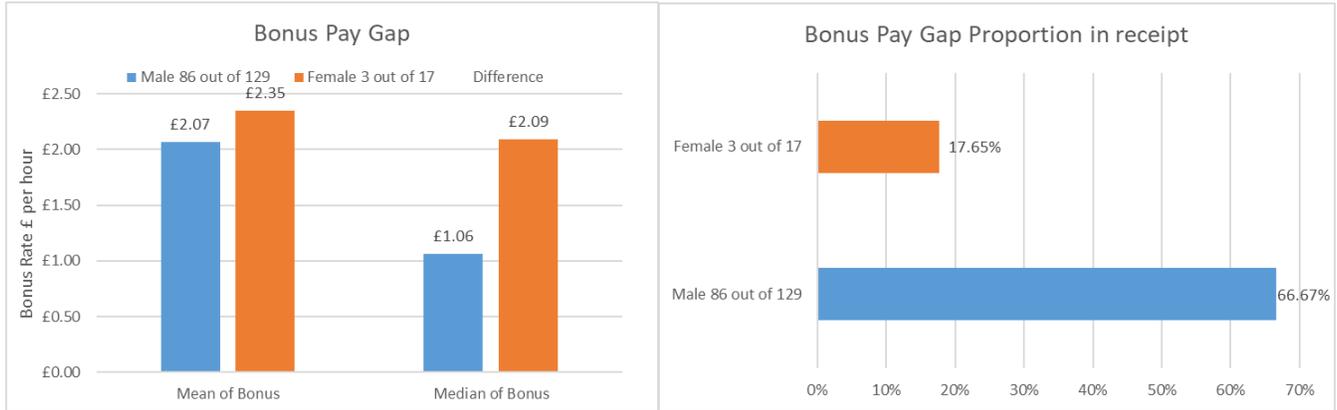
## Gender Bonus Gap

### 2022

Mean gender bonus gap is -13.84%

Median gender bonus gap is -97.10%.

17.65% of female employees receive a bonus compared to 66.67% of male employees.

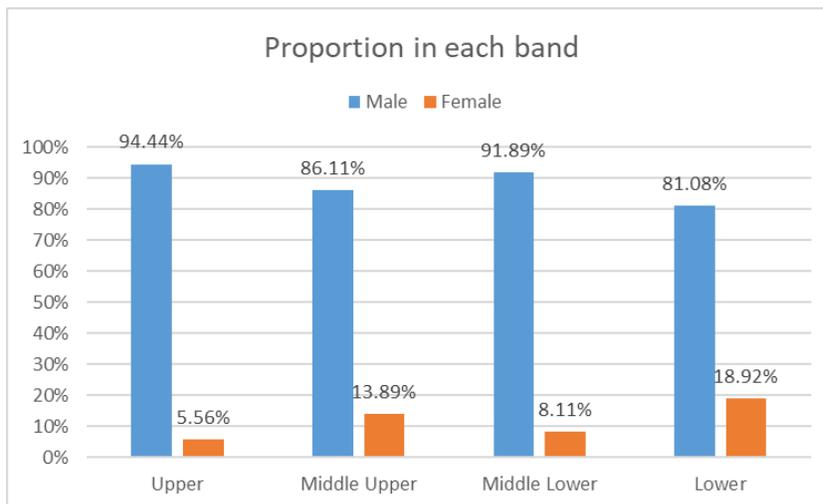


100% of relevant female employees that are in receipt of bonus are in non-production roles, with bonus being determined partly by economic performance, commercial activity and individual performance. Strong market conditions and operating performance has resulted in achievement of higher bonus earnings for female employees for the 2022 reporting period.

Female employees in receipt of bonus has increased from 13.31% in 2021 to 17.65% in 2022. However, a higher percentage of male employees continue to receive bonus due to a larger proportion of male employees being in production-based roles in receipt of productivity bonus, whereas a smaller number of females are operating in these positions.

## Gender in each quartile

### 2022



Express Reinforcements LTD employed 146 relevant full pay employees on 5<sup>th</sup> April 2022 of which 88.36% were male and 11.64% were female. This shows a slight decrease in full pay female employees of 0.96% on 2021.

The tables for 2022 show the number of male and female employees in each of the four pay quartiles. The proportion of women moving into the upper quartile decreased from 6.90% in 2021, to 5.56% in 2022. However, there was improvement in the proportion of women moving into the upper middle quartile, going from 13.33% in 2021, to 13.89% in 2022. The middle lower quartile also showed improvement of 1.44% in 2022 and the number of relevant full pay female employees in the lower quartile reduced from 23.33% in 2021 to 18.92% in 2022.



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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.