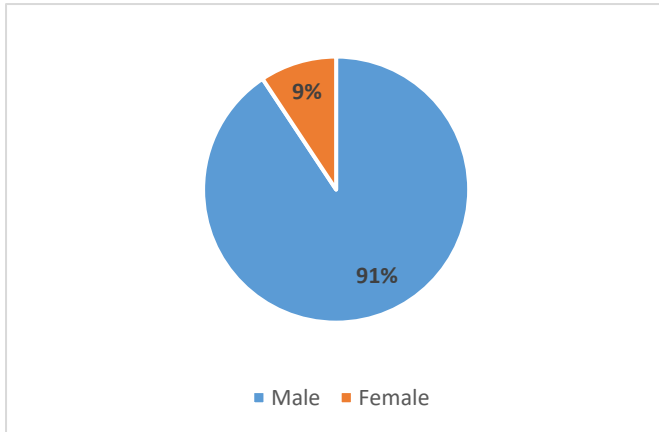


Introduction

Following the introduction of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees must publish specific figures about gender pay gap as a legal requirement. At the data capture date (5th April 2022), Special Metals Wiggin Ltd (SMW) employed 458 people, of which females represented 9% of the total workforce.

Male v Female employed in SMW UK Ltd

The employee demographics in relation to male and female, on the snapshot date, 5th April 2022, was made up as follows:



Our Results

SMW operates within the UK metals manufacturing sector.

Pay rates for each role are defined by a mixture of responsibility for the role and market rates, with the Company using external benchmarking to maintain fairness and parity.

SMW has increased its workforce in 2022, the applicants for which have been predominantly male, although we do now have female apprentices and a growing number of women engineers and women in production or supervisory and management roles.

Our results have been calculated in line with the Gender Pay Reporting Regulations which have been set out as follows:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

Our data has been calculated using the pay period that includes the snapshot date for the hourly pay information and the year up to and including the snapshot date for the bonus calculations.

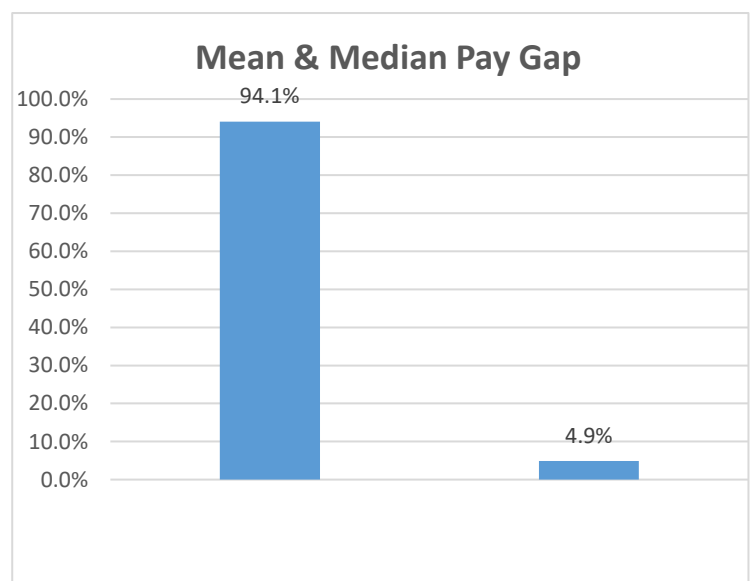
Mean Gender Pay gap in hourly pay

This is the difference between the mean (average) hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. All employees are included in this calculation.

Median Gender Pay gap in hourly pay

This is the difference between the median (middle) hourly rate of pay of male full-pay relevant employees and that of a female full-pay relevant employee. All employees are included in this calculation.

The results for both of these are shown on the right:



GENDER PAY GAP REPORT 2022

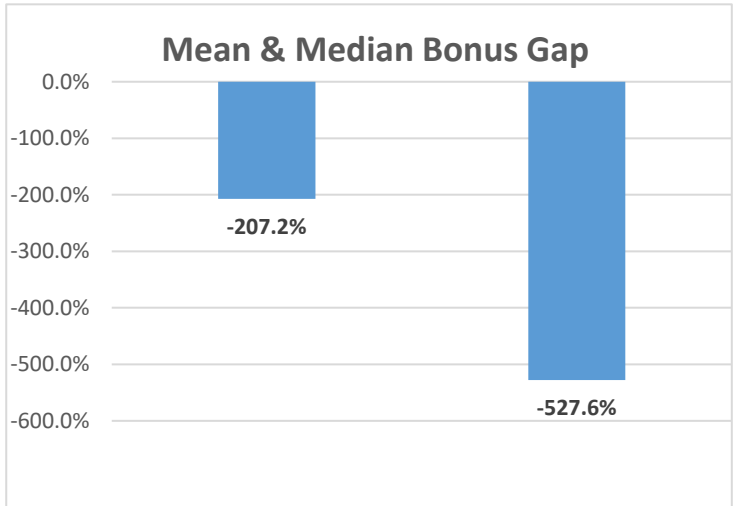
Mean Gender Bonus gap

This is the difference between the mean (average) bonus pay paid to male relevant employees and that of a female relevant employee. All relevant employees are included in this calculation.

Median Gender Bonus gap

This is the difference between the median (middle) bonus pay paid to male relevant employees and that of a female relevant employee. All relevant employees are included in this calculation.

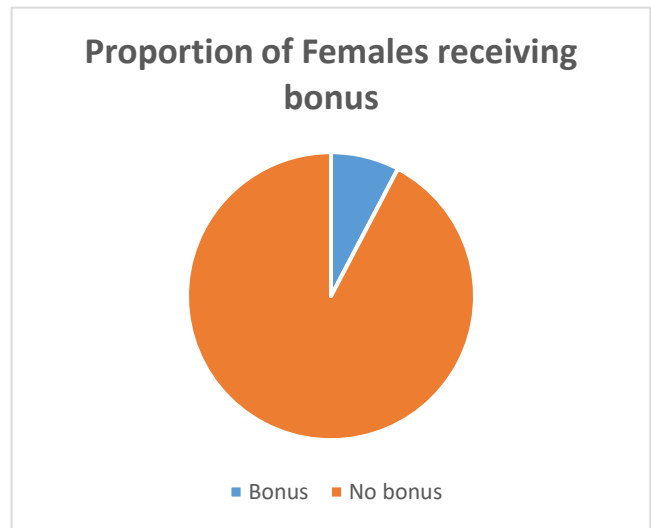
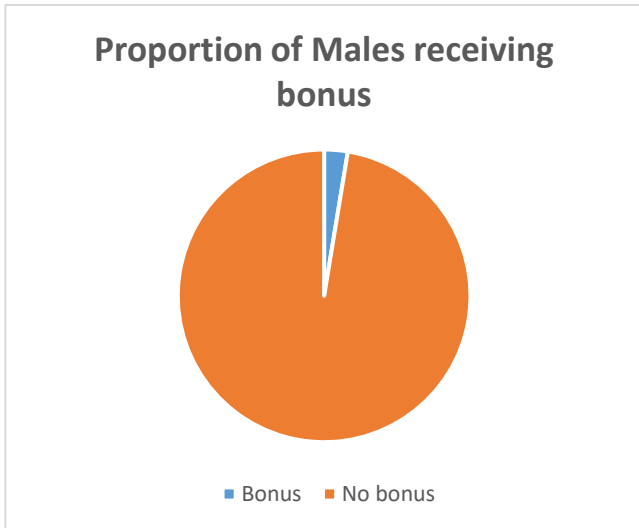
The results for both of these are shown on the right:



The mean data shows that females have received a considerably higher bonus in the 12 months up to the snapshot date. This is due to different bonus arrangements within the company. For the majority of employees all bonus arrangements have been bargained for within their groups.

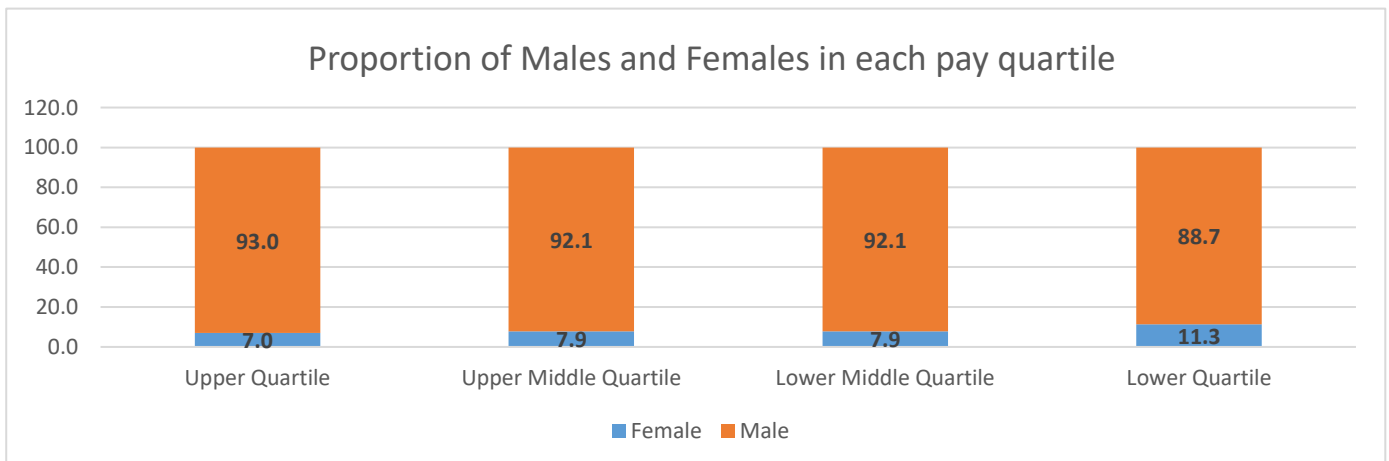
Proportion of males and females receiving a bonus payment

All relevant employees are included in these calculations. All employees are eligible for bonus schemes relating to productivity and quality, unfortunately in 2022 the business did not achieve its financial targets.



Proportion of males and females in each pay quartile

This is the proportions of Male and Female relevant employees in the lower, lower middle, upper middle and upper quartile pay band. All employees are included in these calculations.



Pledge

SMW Ltd are committed to continue to recruit fairly and to ensure data is published in accordance with the regulations. SMW will continue to encourage females to develop a career within the manufacturing sector wherever possible, identifying jobs and training in every discipline that we employ.

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



Steve Cotton
Plant Director, SMW Ltd



Laura Coleman
HR Manager, SMW Ltd