



acenta

**Hot Rolled, Bright Bar
and Steel Distribution**

ACENTA STEEL LIMITED –2018 GENDER PAY GAP REPORT

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. This information below is based on data as at 5th April 2018. At this date Acenta employed 88% being male and 12% being female.

Our overall mean gender pay gap is 9.97% lower

Pay Information

Mean hourly pay difference between male and female employees 9.97%

Median hourly pay difference between male and female employees 11.11%

Bonus information

Mean hourly bonus pay is 0.26% higher than men's

Median hourly bonus pay is 60.00% higher than men's

Pay and Bonus Gender Gap

	Mean	Median
Pay	9.97%	11.11%
Bonus	-0.26%	-60.00%

Gender Split-Pay Quartiles

	Male	Female
Lower Quartile	82%	18%
Lower Middle Quartile	87%	13%
Upper Middle Quartile	94%	6%
Upper Quartile	90%	10%
Overall Total	88%	12%

What we are doing next

We are working with trade body EEF to address the absence of women working in operation. EEF undertaking a drive to recruit women into engineering apprenticeship roles.

I confirm the information published above is accurate.

JANE WITHERS

FINANCIAL DIRECTOR