



## Marcegaglia Stainless Sheffield Ltd. Gender Pay Gap Report 2025

Sheffield, February 2026

# Introduction

At Marcegaglia, we are committed to fostering an inclusive and diverse workplace where all employees have equal opportunities to develop and succeed. As part of this commitment, we report our gender pay gap data in line with UK government regulations.

The gender pay gap is a measure of the difference in earnings between men and women across our workforce, irrespective of job role or seniority. It does not indicate unequal pay for the same role, which is illegal under UK law. Marcegaglia Stainless Sheffield Ltd. currently employ 435 people of which 401 male and 34 female.

This report provides insights into our gender pay gap figures, the proportion of employees receiving bonuses, and the distribution of male and female employees across different pay quartiles.

# Marcegaglia's Code of Conduct and Ethical Principles

*“Human beings should be treated equally and fairly irrespective of ethnic origin nationality, religion, political views, gender, sexual orientation or age. Marcegaglia honors human dignity and promotes diversity and condemns discrimination and intolerance of all kinds.”*

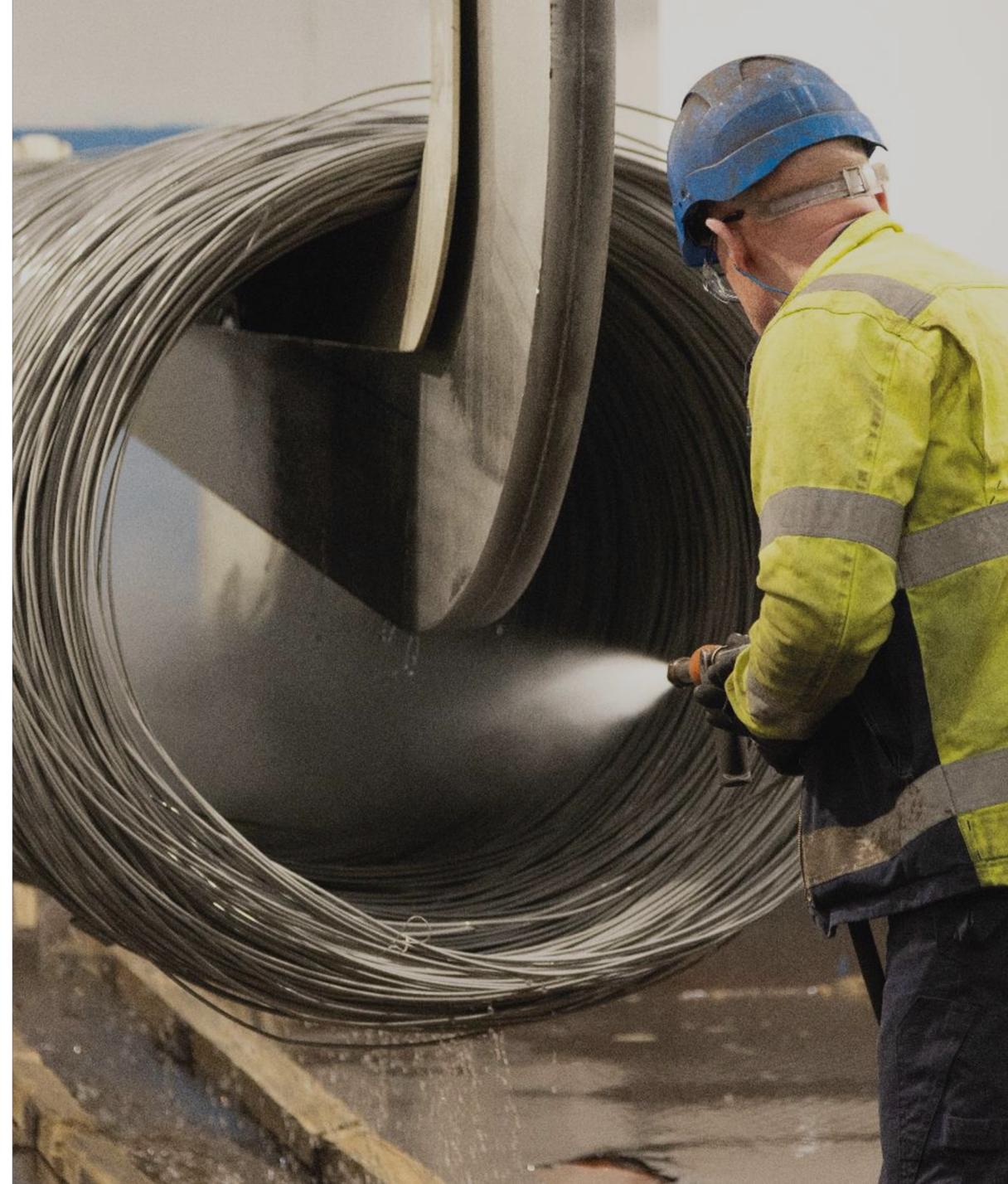
*“Marcegaglia will not tolerate discrimination against any employee on the grounds of their racial or ethnic background, age, gender, disabilities, sexual orientation, religious beliefs, family status, social origins, political opinions, union membership or other such characteristics. Marcegaglia fosters equal opportunity and diversity. Employment decisions will be based solely on business reasons and will be made according to national employment laws.”*

# Pay and bonus gap

	Mean	Median
Hourly	4.8%	21.6%
Bonus	42.5%	47.5%

The gender hourly gap represents the difference in earnings of men and women. The figures are calculated using both mean (average) and median (midpoint) earnings.

We also report the gender bonus gap, which compares the average bonuses received by men and women. This figure is influenced by factors such as the proportion of men and women in senior positions and the types of roles that typically receive bonuses.



# Proportion of employees receiving a bonus

	%
Male	94.1%
Female	96.8%

This section shows the percentage of male and female employees who received a bonus during the reporting period.



# Hourly pay quartiles

	Female	Male
Upper	6.5%	93.5%
Upper Middle	2.8%	97.2%
Lower Middle	3.7%	96.3%
Lower	17.6%	82.4%

This section presents the proportion of male and female employees in each earnings quartile, from the lowest to the highest. It helps illustrate gender representation at different pay levels within the company.



# Understanding Our Gender Pay Gap

Our gender pay gap is influenced by several factors, including:

- The representation of men and women in different roles and levels within the company.
- The proportion of men and women in senior, technical, or higher-paid positions.
- The distribution of bonuses, which may be tied to specific roles or performance-based criteria.

At Marcegaglia, we are committed to fostering equal opportunities for all employees and continue to implement initiatives aimed at reducing the gender pay gap.



# Actions to Promote Gender Equality

To support gender balance in the workplace, we are focusing on:

- Encouraging more women to pursue careers in technical and leadership roles.
- Enhancing our recruitment and promotion processes to ensure fairness and equal opportunities.
- Providing mentoring and career development programs that support the advancement of female employees.
- We recognize that closing the gender pay gap requires continuous effort, and we remain committed to making progress in this area.



# Marcegaglia's view on pay equality

*At Marcegaglia Stainless Sheffield Limited, our aim is to foster equal opportunities and diversity including equal pay for equivalent jobs. The gender balance (92% Men 8% Women) at our company as well as the ratio between production and administrative jobs, distorts the reported mean and median hourly pay ratios. However, upper middle for female employees has increased by 1.9% compared to 2024.*

I confirm the data reported is accurate.



Barbara Ayres

Head of Human Resources

Marcegaglia Stainless Sheffield Ltd

1<sup>st</sup> MArch 2026



We confirm that the data and information reported here are accurate and comply with the UK gender pay gap reporting regulations.

# THANK YOU

WE ARE IN



[www.sheffield.marcegaglia.com](http://www.sheffield.marcegaglia.com)