



Marcegaglia Stainless Sheffield Gender Pay Gap Report 2024

Sheffield, February 2025

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 average 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.

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.

Why we report our Gender Pay Gap data?

The UK government requires companies with over 250 employees to report their gender pay gap annually. The purpose of this reporting is to increase transparency, highlight areas for improvement, and encourage businesses to take action in reducing pay disparities.

By understanding the gender pay gap within our organization, we can develop strategies to promote greater equality and support career progression for all employees.

Our Gender Pay Gap Figures

Pay and bonus gap

	Mean	Median
Hourly	0,6%	21,6%
Bonus	-14,3%	22,3%

The gender pay gap represents the difference in the average hourly 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	94,9%
Female	87,5%

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



Hourly pay quartiles

	Female	Male
Upper	7,5%	92,5%
Upper Middle	0,9%	99,1%
Lower Middle	6,6%	93,4%
Lower	15,1%	84,9%

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.

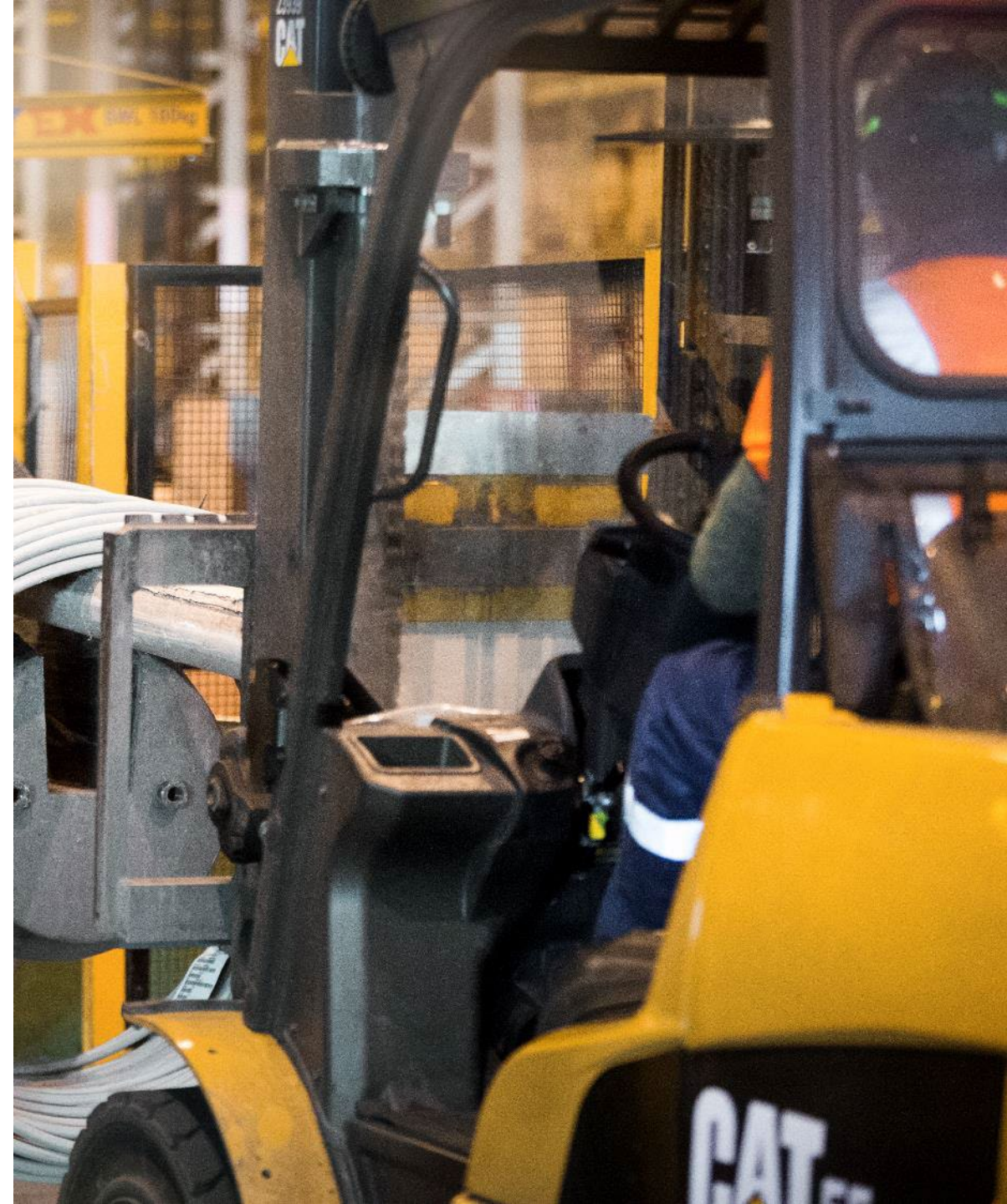
At Marcegaglia, we are committed to fostering equal opportunities for all employees and continue to implement initiatives aimed at reducing the gender pay gap.



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.



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