

SHEFFIELD FORGEMASTERS

Gender Pay Gap Report

Snap shot Date 5 April 2025

Gender Pay and Gender Bonus Pay Gap

Gender Pay Gap		Gender Bonus Pay Gap		Percentage of population in receipt of a bonus	
Mean	Median	Mean	Median	Male	Female
1.1%	7.0%	-25.44%	0%	83.6%	77.0%

The reporting entity comprises of 727 employees on 05 April 2025 (versus 664 at the previous snapshot reporting date 05 April 2024).

Within the Engineering entity, the gender pay gap on a mean basis has transitioned from a negative position of -2.18 to a positive gender pay gap of 1.1%. The mean gender pay gap rate of 1.1% shows that the mean hourly pay rate of males in the business is 1.1% higher than the female mean hourly rate of pay. The median gender pay gap has decreased to 7% compared to the previous year. From a median perspective, men are paid 7% higher than women in their hourly rate.

In the reporting period, the annual incentive and bonus schemes for the workforce did pay out for all eligible employees this year, and a number of individual exceptional performance bonus' were paid along with some long service awards.

Therefore, the bonus pay gap this year has reduced for the second year due to all eligible employees receiving bonus payments.

Proportion of males and females in each pay quartile

Proportion of males and females in each pay quartile

Lower		Lower Middle		Upper Middle		Upper	
Male	Female	Male	Female	Male	Female	Male	Female
84.2%	15.8%	92.6%	7.4%	94.3%	5.7%	88.1%	11.9%

Overall, the Gender Pay Gap position has adjusted slightly from the previous snapshot report. The business continues to address gender representation through a robust Equity, Diversity and Inclusion strategy and programme.

The progression of the Reward strategy linked to robust salary benchmarking methodologies contributes to the ongoing progress in relation to fair pay.