



HALL & PICKLES

STEEL STOCKHOLDERS & PROCESSORS

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GENDER PAY GAP INFORMATION

As required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Hall & Pickles 1812 Limited can report the following calculations based on the snapshot date of 5 April 2024:-

- The mean hourly rate for women is 0.6% higher
- The median hourly rate for women is 8.8% higher
- The upper quartile comprises 84.5% men and 15.5% women
- The upper middle quartile comprises 85.9% men and 14.1% women
- The lower middle quartile comprises 90.1% men and 9.9% women
- The lower quartile comprises 87.3% men and 12.7% women
- The mean bonus payment for women is 27.5% lower
- The median bonus payment for women is 150.0% higher
- 93.4% of men received bonus pay
- 94.7% of women received bonus pay

The Company will continue to monitor its gender pay gap information and remains committed to a policy of equal opportunities for all employees.

Arnold Hillier, Chairman

Matthew Hall, C.E.O.