

Rom Limited Gender Pay Gap Reporting 2022

Rom LTD is one of the UK's leading specialist reinforcement manufacturers; producing a range of steel products made from recycled scrap metal which support construction projects across the country.

During 2022, as in recent years, we have continued to focus on our "Women in Steel" campaign. We know that achieving effective gender equality is the duty of all of society and at Rom we work with that objective in mind and will continue to do so. We belong to a historically male orientated industrial sector, but we are taking steps to establish a better balance of men and women. At Rom, we recognise that we still have further work to do to meet our goal.

Whilst we have seen an improvement since 2021 in the percentage of women in our Upper Quartile, we identify that we still need to grow the number of women in our senior management positions. Our biggest challenge remains to encourage more women in to the business, to develop and support them so that we have a pipeline of female managers. We will continue to keep pushing for fairness and equality for our female colleagues.

Today's challenges require leaders with diverse skill sets and innovation that can only come from diverse ideas. Women in steel bring the skills, alternative perspectives and social and cultural differences that can deliver effective solutions. We are committed to ensuring that we have a diverse workforce and continue to look at ways to attract, retain and develop female leaders within the organisation that align with the company values.

In 2016, the Government brought in new regulations that required all UK employers with 250 or more employees to collect, analyse and publish their gender pay gap data as it stands on 5th April each year. This report provides data for Rom Ltd, which encompasses Romtech and RFA-Tech and measures the difference between the average earnings of male and female employees, regardless of role or grade.

The gender pay gap is not the same as equal pay. Equal pay ensures male and female employees receive the same pay for carrying out the same or equivalent work. This is a legal requirement in the UK and has been for many years.

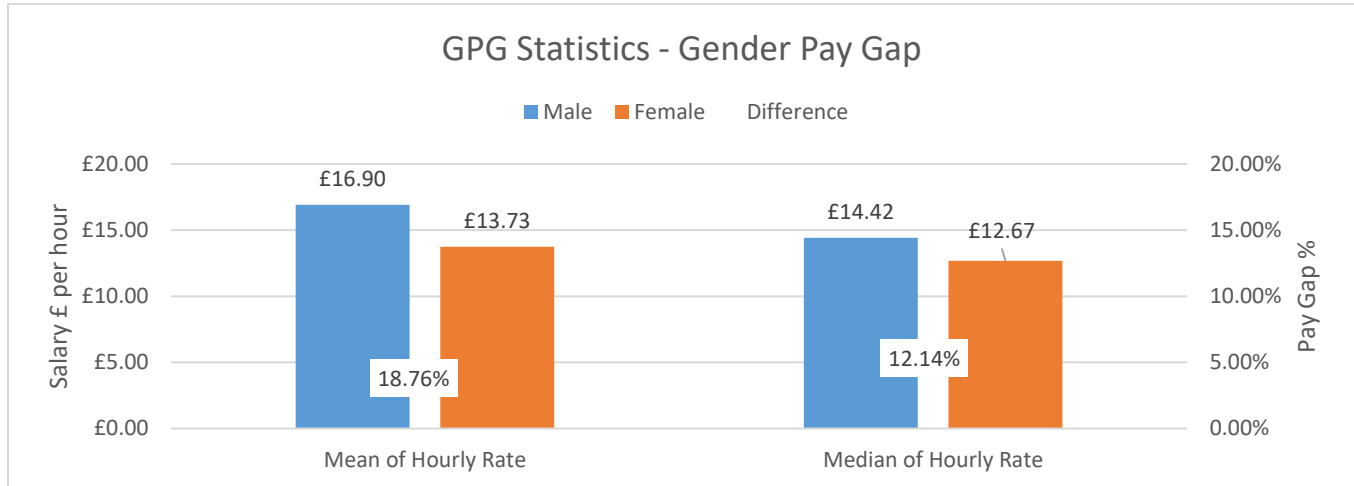
The legislation requires us to report on;

- The difference in the mean hourly pay rate and the mean bonus pay between all male and female employees. The mean is the average, which is calculated by adding up all of the numbers and then dividing it by the number in the group.
- The difference in the median hourly pay rate and the median bonus pay between all male and female employees. The median is calculated by ranking the data in the group from highest to lowest and taking the middle number between the two points.
- The proportion of male and female employees that receive a bonus.
- The proportion of male and female employees in each pay quartile. The pay quartiles are calculated by ordering the data from the highest to lowest and then dividing the data into four equal parts.

Gender Pay Gap Results

Mean gender pay gap is 18.76%

Median gender pay gap is 12.14%



The mean gender pay gap has increased from 17.96% in 2021 to 18.76% in 2022 however; the median pay gap has decreased from 15.64% in 2021 to 12.14% in 2022.

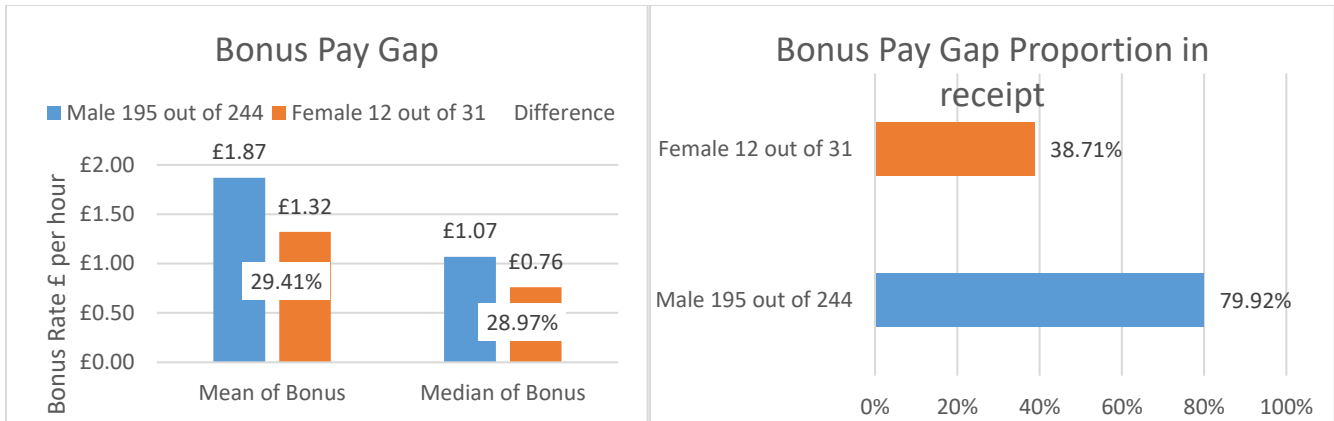
Our gender pay gap exists in part due to the following;

- Shift premiums - the hourly pay rate for each employee (as required by the legislation) includes base salary, as well as other allowances such as shift premiums. The majority of employees working shifts, which attract a premium, are male.
- Production bonus – the hourly rate for each employee (as required by the legislation) includes bonus. Many of the production-based positions within Rom Ltd include a productivity bonus, the majority employees working in these positions being male.
- Male employees make up 89% of the workforce.

At Rom Ltd we make sure that employees in similar roles are paid fairly by using a recognised job evaluation scheme (Hay).

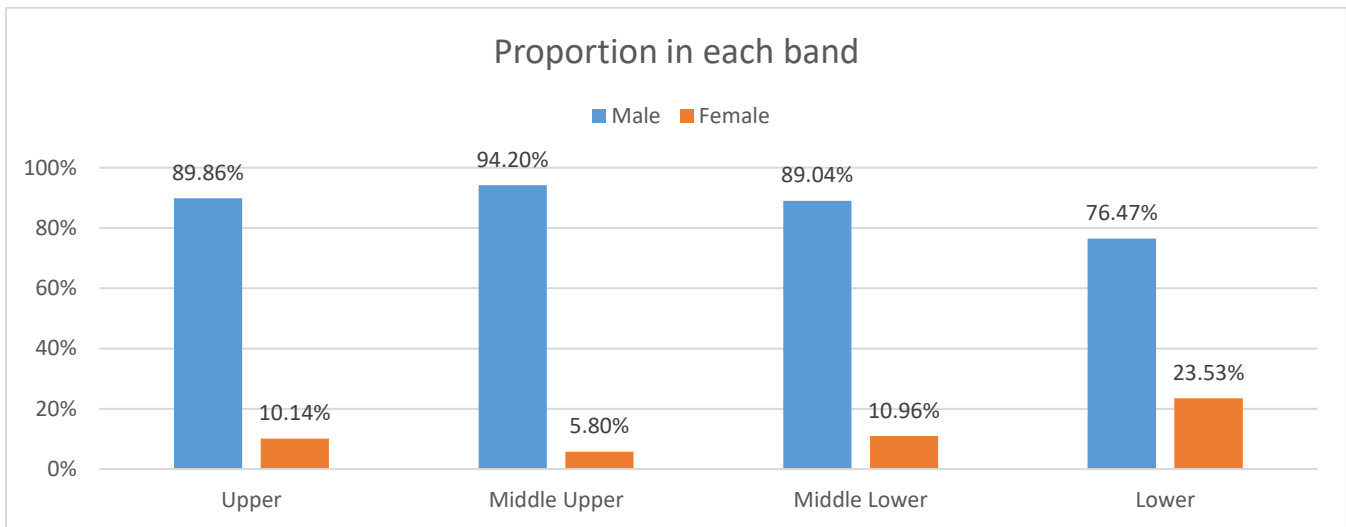
Gender Bonus Gap

- Mean gender bonus gap is 29.41%
- Median gender bonus gap is 28.97%
- 38.71% of female employees receive a bonus compared to 79.92% of male employees.



The percentage of female employees in receipt of bonus has increased from 33.33% in 2021, to 38.71% in 2022. Furthermore, the mean and median bonus pay gap has significantly reduced by 54.05% and 64.74% respectively.

Gender in each quartile



Rom Ltd employed 275 relevant full pay employees on 5th April 2022 of which 88.72% were male and 11.27% were female. The percentage of female employees has increased from 10.5% in 2021 to 11.27% in 2022.

The data for 2022 shows the number of male and female employees in each of the four pay quartiles. The proportion of women moving into the upper quartile has increased from 7.81% in 2021 to 10.14% in 2022. The proportion of women moving into the middle lower quartile has also increased from 6.25% to 10.90%.

Female employees in the lower quartile has increased from 21.54% in 2021, to 23.53% in 2022.

Antony Stumpf, Managing Director

James Ellis, Head of Human Resources

Declaration

This statement is published in accordance with the Gender Pay Gap Reporting regulations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We confirm that the information and data provided in this report is accurate and in line with mandatory requirements.