

Pay & Bonus Gap – Severfield (UK) Ltd

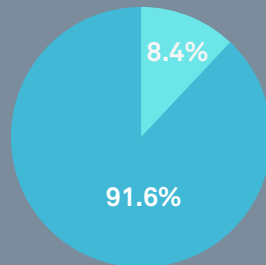


	Mean	Median
Pay Gap	12.39%	21.89%
Bonus Paid	-9.76%	30.47%

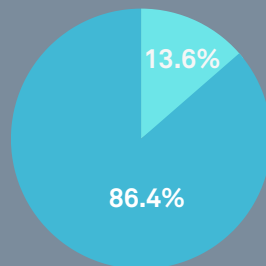
Proportion of employees awarded a bonus – Severfield (UK) Ltd

- Received a bonus
- Did not receive a bonus

Males



Female



Pay Quartiles to April 22 – Severfield (UK) Ltd

- Males
- Female

Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Pay & Bonus Gap – Severfield (NI) Ltd

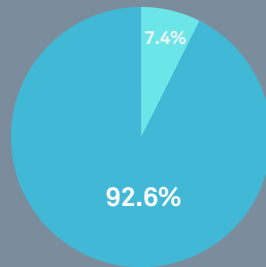


	Mean	Median
Pay Gap	16.96%	6.42%
Bonus Paid	16.45%	0.00%

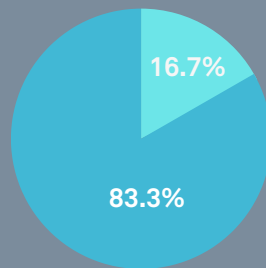
Proportion of employees awarded a bonus – Severfield (NI) Ltd

- Received a bonus
- Did not receive a bonus

Males



Female



Pay Quartiles to April 22 – Severfield (NI) Ltd

- Males
- Female

Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

