

Our 2022 Gender Pay Gap Report

During 2022, the business saw the return to the workplace for the majority of its employees and the introduction of hybrid working helped transition people back in whilst supporting the work/life balance that has been beneficial to both the business and its employees.

The mission of the business continues to place our people at the centre of everything we do and aims to be a great place to work. The core principles of our human resources policy at Tata Steel UK are equality of opportunity, continuing personal development, fairness, mutual trust and teamwork. These principles are underpinned by the five Tata Group core values: integrity, understanding, excellence, unity and responsibility.

As a business, we continue to seek ways to improve the diversity of our organisation. During the year we have increased our presence on social media presence, including on platforms such as Facebook and LinkedIn and we have broadened our range of platforms upon which we advertise for example Women in Engineering, to attract candidates that may not have considered Tata Steel UK as their employer of choice. We have also been undertaken further benchmarking of our salaries with external companies to ensure we continue to offer competitive and attractive packages.

We have further developed our strategy for Diversity and Inclusion and we look forward to 2023 where we will continue to implement more of our strategic aims to becoming a more diverse and inclusive organisation by both educating and supporting our existing employees whilst ensuring a welcoming culture for new talent to embed themselves in.

Following the launch of our Menopause Support policy in 2021, we have recently launched in collaboration with Aviva and our employee wellbeing programme, a menopause support service which is available to all our employees. The business has trained a number of menopause support champions across the UK sites. This is following the active work of the menopause support group which is an employee led group with both male and female members. This group is a great example of employees coming together to discuss shared issues, making connections externally and making proposals for the Company to consider.

Following the pandemic, the Steel Women's network has been re-established and organised a fantastic event for International Women's Day which was fully supported by the UK Management team and involved a diverse cross section of the workforce. I am looking forward to seeing other groups / networks develop across the Company in the future.

I believe that having a diverse workforce can bring many benefits to our industry. We know there is more to do and as a result our focus remains on increasing diversity and inclusion within the business, raising awareness and monitoring our progress.

I confirm that the information contained in this report is accurate.

A handwritten signature in black ink that reads "Chris Jaques". The signature is written in a cursive, flowing style.

Chris Jaques
Chief HR Officer, Tata Steel UK Limited

Our Results

Gender Pay Gap	
Mean	3.46%
Median	7.90%

The table above shows our overall mean and median gender pay gap based on hourly rate of pay as at the snapshot date of 5 April 2022. Within Tata Steel UK Ltd, approximately 89.5% of our workforce are male, and 10.5% are female. Over half of our female employees are employed in Professional, Managerial or Technical roles compared with just over a third of our male employees.

Gender Pay Bonus Gap	
Mean	12.80%
Median	23.38%

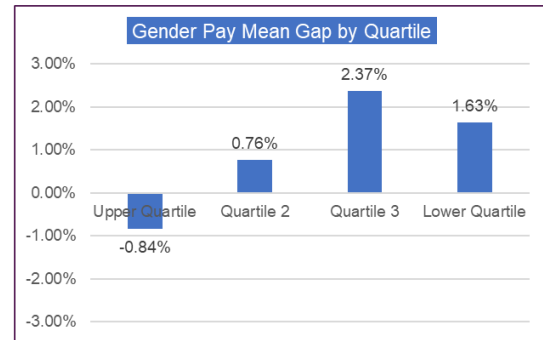
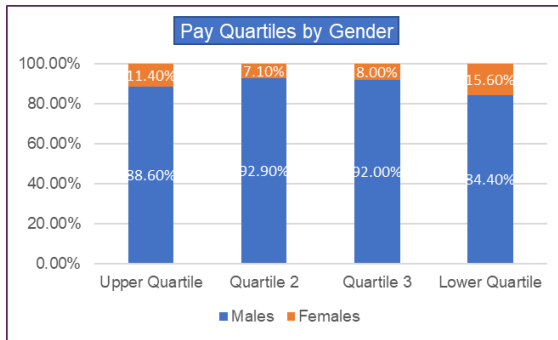
The second table captures the mean and median difference between bonuses paid to men and women at Tata Steel UK in the 12 months ending on 4 April 2022.

With regards to bonus pay, the majority of our workforce all receive a bonus through collectively negotiated schemes. This means that regardless of gender the same bonus percentage would be received, with the amount paid to individuals determined by their basic salary plus other allowances. Senior Managers receive a bonus payment which is based on both company and individual performance. When considering the bonus gap results, it is worth noting that bonus payments are based on an employee's total earnings which would include overtime pay. Within Tata Steel UK Ltd, most overtime is worked in our manufacturing based roles which currently have a higher proportion of male employees.

Reviewing the percentage of bonus payments paid to colleagues during the year prior to 2022, there is a small difference between those who received a bonus when considering gender compared to previous years.



Pay Quartiles



The graphs above show the representation of males and females in each quartile (pay quartiles by gender) and the gender pay mean gap by quartile.

Both the upper and lower quartiles have the most representation of females compared to male colleagues. In the upper quartile, the gender pay median gap is in favour of females, whilst in the lower quartile, the gender pay mean gap is in favour of male colleagues. Quartiles 2 and 3 have similar levels of female representation, and the gender pay median gap is relatively small. The Company is aiming to increase the female representation and in doing so, the gender pay mean gap may appear to deteriorate whilst we support new female colleagues to progress their career.

The Future

Going forward, our focus continues to remain on ensuring we recruit and retain a diverse workforce in the UK and to ensure that opportunities within our business to progress, develop and contribute are equally available to all employees.

This will be supported through:

- the further development and deployment of the diversity and inclusion roadmap
- the review of working practices, with the aim to introduce increased flexibility
- the implementation of policies and practices to ensure that they support diversity and inclusion whilst embracing equity
- improved communication of opportunities across the business
- continued support of STEM activity within schools and higher education
- raising awareness of diversity and inclusion through a wide variety of training programmes and communication campaigns.

Our people remain to be our key asset. Together we make the difference.