

Gender Pay Gap Report 2023/2024

Background

We provide material processing and environmental services to the global steel and metals industries. Our onsite mill services and resource recovery services offer sustainable solutions that maximise environmental benefit and return valuable raw material into production. We have also developed a range of by-products for specialised applications throughout industry, construction and agriculture.

In all cultures, time zones and organisational lines, our values are the link that connects us all. As the cornerstone of our shared Harsco culture, these values reflect our overarching direction and purpose as a business.

Be customer focused

Actively listening to our customers' needs to surpass their expectations.

Be caring

Embed safety into everything we do and treat each other as we'd like to be treated ourselves.

Be inclusive

Create a diverse, collaborative, and inclusive workplace by embracing differences.

Be respectful

Act truthfully and honourably to create a culture where people, opinions, and feelings are respected.

Be performance driven

Act with a passion to deliver winning results.

Be environmental

Have an unwavering determination to make the world cleaner and greener.

Gender pay gap report

This is the report for the snapshot date of 5th April 2024.

- The mean gender pay gap is -50.6%
- The median gender pay gap is -51.9%
- The mean gender bonus gap is -77.7%
- The median gender bonus gap is -27.3%
- The proportion of male employees receiving a bonus is 62% and the proportion of female employees receiving a bonus is 62.5%.

Pay quartiles by gender

Quartile	Males	Females	Description – Hourly rates
1	95%	5%	9.38 – 16.31
2	98%	2%	16.32 – 18.64
3	93%	7%	18.64 – 25.72
4	82%	18%	25.76 – 371.59

The figures set out above have been calculated using the standard methodologies in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Understanding the gender pay gap

For another year, the statistics show that women are paid more than men.

We are an equal opportunity employer. Our policies prohibit unlawful discrimination. All employment related matters (such as hiring or promotion) are based on an individual's performance and job qualifications.

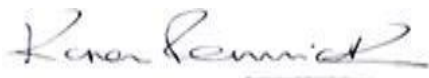
Men and women are paid equally for doing the same job. We operate a job evaluation scheme that ensures this. The company is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

The company employs more men than women. The majority of the work is practical, manual and outdoors. This work tends to attract more men than women.

Steps taken to promote gender diversity

There is an international Equality, Diversity and Inclusion strategy which aims to improve equality, diversity and inclusion.

I, Mrs Karen Renwick VP Global HR, Harsco Metals Group Limited, confirm that the information in this statement is accurate.



Signed

17th February 2025

Date