

5th March 2019

## Harsco Metals Group Limited Gender pay gap report

### Background

In all cultures, time zones and organizational 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.

**Integrity:** We demonstrate an uncompromising commitment to ethical principles. We act ethically and in the interest of the customers we serve. We treat others with dignity and respect, and value honesty above all else.

**Passion for winning:** We are passionate about winning through creating exceptional value for our employees, customers and shareholders. Excellence is not an act, but a habit.

**Employee care:** We are committed to safe, appealing work environments, market-competitive benefits programmes and investment in personal development. We must treat our people as we would like to be treated ourselves, and we must attract and retain the very best talent throughout our organization.

**Satisfy the customer:** We are engaged in the relentless pursuit of customer satisfaction by listening to the customers' needs, and consistently achieving value that exceeds their expectations.

**Inclusion:** We strive to create an environment where all people are actively included. Our diverse global workforce is our most valuable asset. We must foster a climate in which every employee is encouraged to engage and dedicate his or her talents and experience.

**Respect:** We respect all individuals and their contributions. Harsco will not tolerate discrimination or harassment of any kind. Our employees have a right to a safe, respectful workplace. Our managers have a mandate to provide it.

### Gender pay gap report

This is the report for the snapshot date of 5th April 2018.

- The mean gender pay gap is -55.5%.
- The median gender pay gap is -31.1%.
- The mean gender bonus gap is -118.7%.
- The median gender bonus gap is -212.5%.
- The proportion of male employees receiving a bonus is 71.7% 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%	£4.49 – £11.56
2	98%	2%	£11.58 – £13.39
3	96%	4%	£13.41 – £16.29
4	85%	15%	£16.33 – £144.19

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

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### Understanding the gender pay gap?

For the second 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, promotion) are based on an individual's performance and job qualifications.

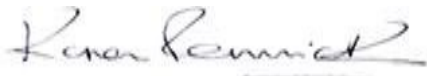
Men and women are paid equally for doing the same job. We operate a job evaluation scheme that ensures this. The company is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, its gender pay gap is the result of the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

We regularly support initiatives that attract diverse candidates. None of these initiatives will, of itself, remove the gender pay gap and it may be several years before some have any impact at all. In the meantime, the company is committed to reporting annually on what it is doing to reduce the gender pay gap and the progress that it is making.

I, Karen Renwick, Vice President, EMEA, Human Resources, confirm that the information in this statement is accurate.



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Signed

08<sup>th</sup> March 2019

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Date