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Allegheny Technologies International (ATI) is a global manufacturer of technically advanced specialty materials and complex components. We compete by serving customers in strategic markets like aerospace, defense and energy, and diversified applications like medical and electronics.

At ATI, teamwork and respect for others is one of our core values. We know that our long-term success is made better thanks to the varied views, capabilities and experiences of our team. To attract and retain the best and brightest employees, we embrace diversity and inclusion and strive to expand the composition of our employee population. Our employees help to drive our culture of providing a workplace where employees are treated with dignity and respect, free of discrimination.

As our 2019 report shows, we're close to equal in pay and bonus for our UK-based employees. We're committed to rewarding our team equitably. We acknowledge the importance of using this data to review our performance and identify any opportunities for improvement.

We confirm the information contained in this report is accurate and complies with current Gender Pay Gap legislative requirements. For the purpose of this report, the data relates to ATI's United Kingdom operations (257 employees).

Elliot Davis
SVP, Gen Counsel CCO Corporate Secretary



ATI

ATI United Kingdom 2019 Gender Pay Gap Report

ATI UK Population: 257 Employees

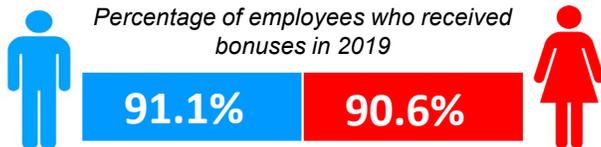


Hourly & Bonus Compensation

On average, our male employees earn slightly more per hour (8.06%), while our female employees receive higher bonuses (1.30%).

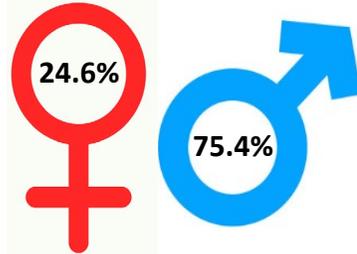
	Mean	Median
Hourly Earnings	8.1%	14.1%
Bonus	-1.3%	-1.2%

Positive percentage: female employees earn lower than male employees
Negative percentage: male employees earn lower than female employees



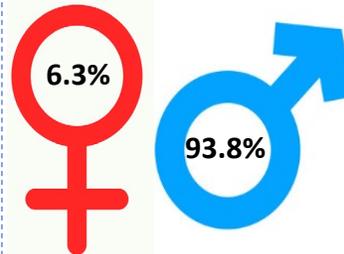
Proportions in each Pay Quartile

Lower



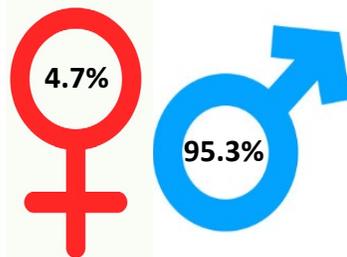
Females make **£1.01**
for every **£1** earned
by a male

Lower Middle



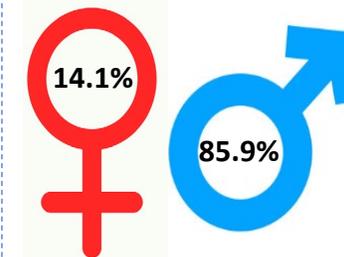
Females make **£0.97**
for every **£1** earned
by a male

Upper Middle



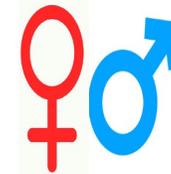
Females make **£0.98**
for every **£1** earned
by a male

Upper



Females make **£0.93**
for every **£1** earned
by a male

While there is evidence of a gender pay gap, our data illustrates that we might not be that far off. One of the keys to further reducing the gap continues to be to the advancement of our female employees into the higher pay quartiles of the business.



Explaining Our Gap

- **More males than females in positions**

The population of our UK Operations is predominately male (88%) which significantly impacts our gender pay gap report. Our numbers continue to be impacted by too few females within our higher level roles, and with 50% of our females in the lower quartile.

- **For decades our industry has employed significantly more males than females**

The manufacturing industry is predominately a male-dominated workforce that requires a large number of employees to work shifts. 66.1% of our employees work set shift patterns, 95.3% of these are male and while there is not a job-specific reason for male dominance in these traditional manufacturing roles, which offer little flexibility, it still continues to be a challenge to attract females.

- **Low levels of turnover and long fulfilling careers**

45% of our employees have stayed with us for 10+ years. We're very proud of this fact, but low levels of turnover means change will take time.