

STI Gender Pay Gap Report 2018

Introduction:

From April 2017, all UK Companies that employ over 250 employees are required to annually report their Gender Pay Gap. The Gender Pay Gap is defined as the difference in the average earnings of male and female employees across the Company.

Please note, the Gender Pay Gap is **not** the same as equal pay. Equal pay looks at the pay of males and females in the same or equivalent roles. Gender Pay looks at the pay of males and females across the whole Company regardless of their role.

Our Commitment:

We are committed to ensuring that all employees are treated fairly and consistently, and that no employee is treated adversely due to gender or any other characteristic such as nationality, ethnicity or age.

Our Calculations:

Our figures adhere to specified time periods, criteria and calculations as defined by the Gender Pay Gap legislation. We have taken all reasonable steps to ensure their accuracy.

As an industry, manufacturing is recognised to be a male dominated industry. Our male / female workforce split is representative of this and will therefore affect our Gender Pay Gap figures. Therefore it is important to remember our calculations are based on a workforce made up of:



29% female



71% male

Surface Technology International Ltd

Osborn Way · Hook · Hampshire · RG27 9HX

+44 (0)1256 768070 · enquire@sti-limited.com · www.sti-limited.com

Gender Pay Gap
% difference between male and female employees' pay

	STI Gender Pay Gap 2018	STI Gender Pay Gap 2017	Manufacturing average Gender Pay Gap <small>(EEF report. Based on 2017)</small>	National average Gender Pay Gap <small>(Gov webinars & House of Commons Briefing Paper. Based on 2017)</small>
	23.81% lower	19.65% lower	13.3% lower	17.2% lower
	17.91% lower	11.71% lower	10.2% lower	18.4% lower

Our Gender Pay Gap (mean) is significantly higher than the manufacturing average and is higher than the national average. Our Gender Pay Gap (median) is higher than the manufacturing average however is slightly lower than the national average.

Gender Bonus Gap
% difference between male and female employees' bonus

	STI Gender Bonus Gap 2018	STI Gender Bonus Gap 2017	Manufacturing average Gender Bonus Gap <small>(EEF report. Based on 2017)</small>
Mean	63.93% lower	68.19% lower	8.7%
Median	0%	0.03% lower	-97.7% (higher for females)

Gender Bonus Gap calculations include Long Service Awards, Referral Bonuses, Commission and Bonus payments.

Our Gender Bonus Gap figure (mean) may be seen as misrepresented due to factors such as no annual bonus being paid to all employees in the time period and commission figures mostly paid to men as the sales team is primarily comprised of men.

However, our Gender Bonus Gap figure (median) is more representative that equal levels of bonuses are paid when applicable.

Gender Bonus Gap
% of male and female employees who received a bonus

	STI employees who received a bonus 2017 – 2018	STI employees who received a bonus 2016 - 2017	Manufacturing average Gender Bonus Gap <small>(EEF report. Based on 2017)</small>
Males	11%	4.43%	52.3%
Females	10%	4.00%	50%

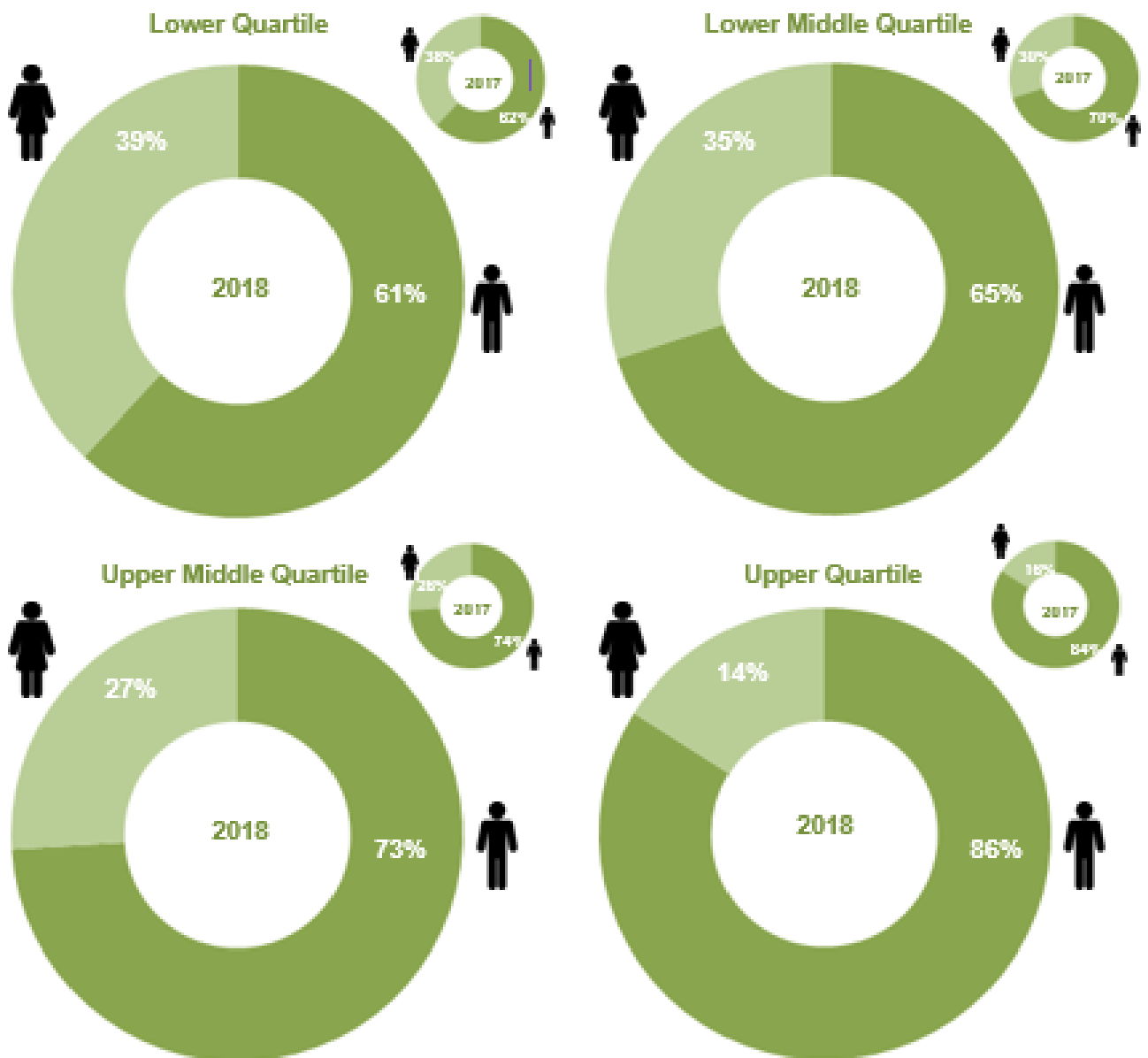
Gender Bonus Gap calculations include Long Service Awards, Referral Bonuses, Commission and Bonus payments. Our Gender Bonus Gap figure (males & females receiving a bonus) shows that these bonus payments have been equally paid when applicable.

Gender Pay Gap Quartiles
% of male and female employees in pay quartiles

	STI quartiles 2018	STI quartiles 2017	Manufacturing average quartiles <small>(EEF report. Based on 2017)</small>
Lower Quartile	Males = 61% Females = 39%	Males = 62% Females = 38%	Males = 65.9% Females = 34.1%
Lower Middle Quartile	Males = 65% Females = 35%	Males = 70% Females = 30%	Males = 73.7% Females = 26.3%
Upper Middle Quartile	Males = 73% Females = 27%	Males = 74% Females = 26%	Males = 78.1% Females = 21.9%
Upper Quartile	Males = 86% Females = 14%	Males = 84% Females = 16%	Males = 80.8% Females = 19.2%

Our Gender Pay Gap (quartiles) data shows a similar representation to that of the manufacturing averages. See further information below.

Gender Pay Gap Quartiles % of male and female employees in pay quartiles



The manufacturing industry is male dominated ; the average manufacturing Company is made up of 85% male and 15% female (EEF, 2017). Our workforce split of 71% male and 29% female is therefore better than industry standard however still reflects a male shift, and each quartile is always likely to include more males due to this.

The Lower Middle and Upper Middle Quartiles reflect similar figures to our workforce split. However, we can see that females are under-represented in the Upper Quartile and this reflects less females occupying the more senior roles within the Company.

Commitments

As above, we are committed to ensuring that all employees are treated fairly and consistently and that no employee is treated adversely due to gender or any other characteristic such as nationality, ethnicity or age. In our Gender Pay Gap Report 2017, we made a number of commitments, all of which we have followed through to the best of our ability and will continue to do so. This includes:

Promoting careers in STEM:

It is recognised that in the UK fewer females study STEM subjects (science, technology, engineering and maths). This will inevitably affect our industry. We will continue to promote careers in our industry and open opportunities for careers in our industry where applicable. This includes working with schools, providing work experience placements, accommodating internships and recruiting graduates. This will apply to males and females equally.

Promoting internal progression:

We are proud of the many examples and opportunities there are for internal progression within the Company. We will continue to promote internal progression and open opportunities for internal progression where applicable. We will ensure all internal progression decisions are based solely on merit and ability, not gender or any other characteristic.

Reviewing recruitment processes:

We will review our Recruitment Policy, processes and training that will be provided to those who carry out recruitment. This will be to ensure that all recruitment processes and decisions are based solely on merit and ability, not gender or any other characteristic. This includes ensuring we use skills based assessments and structured interviews where applicable. We now have a dedicated recruiter to focus on these areas.

Offering flexible working practices:

It is recognised that childcare responsibilities can hinder progression within the workplace, especially for females. We will continue to offer flexible working practices such as the Flexible Working Policy and Shared Parental Leave, both of which apply to males and females. This will promote flexible working and childcare responsibilities for both males and females.

Reviewing Equality, Diversity and Inclusion:

We will ensure we have an Equality, Diversity and Inclusion Policy that focuses on gender equality as well as ensuring that no employee is treated adversely due to any other characteristic.

Ensuring fairness in pay structures:

We have launched a Grading structure and will continue to work on ensuring this provides clear,

Managing Director's statement:

"I would like to confirm that our published figures for the Gender Pay Gap are true and accurate to the best of our knowledge. STI is committed, and will remain committed, to ensuring fairness and equality in the workplace. We are committed to best practice based on all protected characteristics, including age, disability, race, religion or belief, sexual orientation, sex, marriage and civil partnership, maternity and pregnancy. We believe in recruiting and retaining the right people in the right roles for the business and will continue to drive through our commitments to ensure we have fair practices for all".

Simon Best, March 2019