

## STI Gender Pay Gap Report 2017

### 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:



**28.34% female**



**71.66% male**

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

	STI Gender Pay Gap 2017	Manufacturing average Gender Pay Gap	National average Gender Pay Gap
<b>Mean</b>	19.65% lower	22.00% lower	18.00% lower
<b>Median</b>	11.71% lower	18.8% lower	9.4% lower

I.e. the STI mean Gender Pay is 19.65% lower for females compared to males.

Our Gender Pay Gap (both mean and median) figures are therefore better than the average for the manufacturing industry, and slightly higher than the national average.

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

	STI Gender Bonus Gap 2017		STI employees who received a bonus
<b>Mean</b>	68.19% lower	<b>Males</b>	4.43%
<b>Median</b>	0.03% lower	<b>Females</b>	4.00%

I.e. the STI mean Gender Bonus is 68.19% lower for females compared to males.

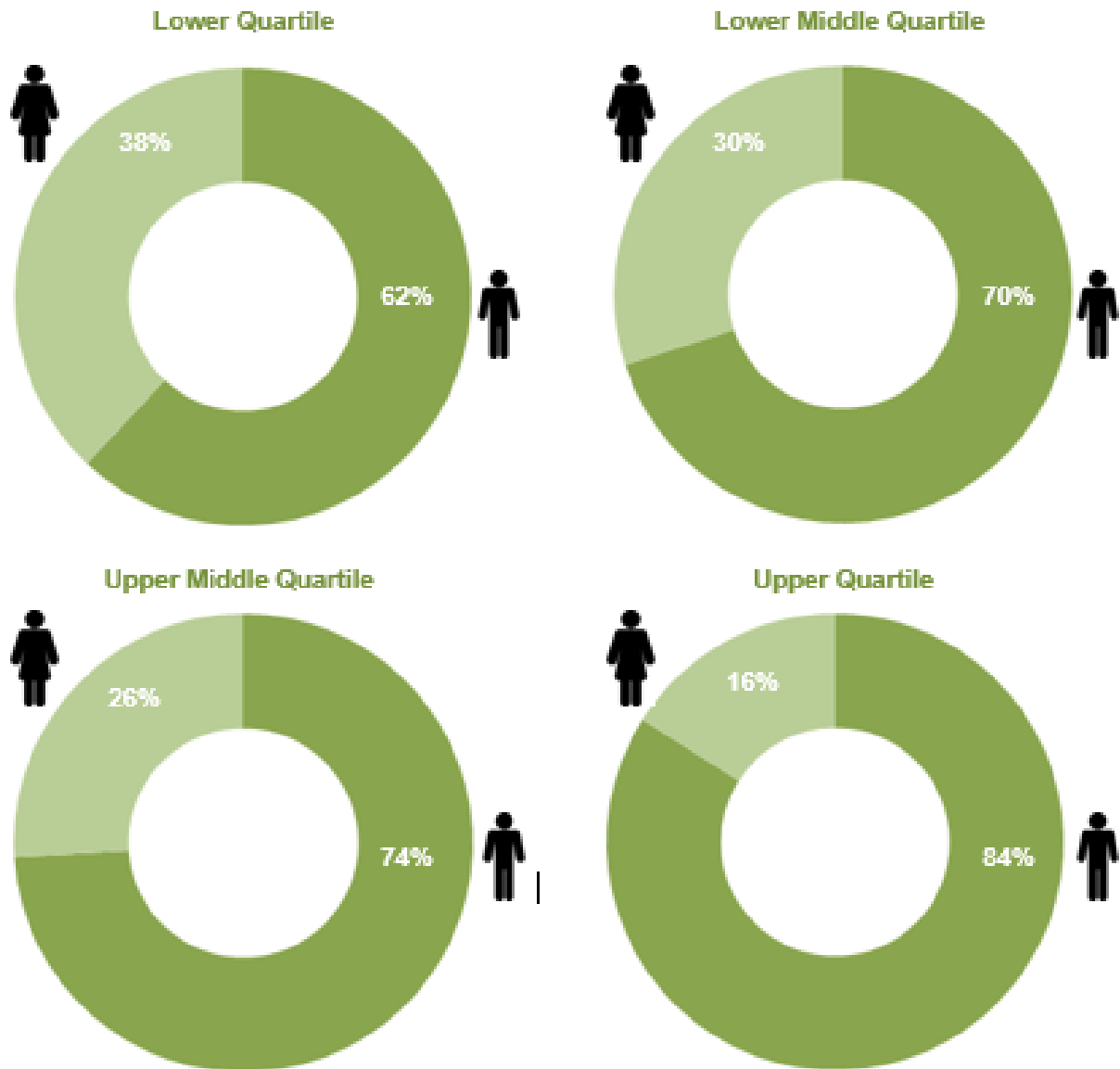
Gender Bonus Gap calculations include Long Service Awards, Commission and Bonus payments.

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

However, our Gender Bonus Gap figure (median) and the % of male and female employees who received a bonus are more representative that equal levels of bonuses are paid when applicable.

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 71.68% male and 28.334% 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 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 addition, we commit to the following future actions to ensure fair Gender Pay:

### **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.

### **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 will work on launching a Grading structure that has clear, transparent and fair pay structures aligned to grades.

### **Managing Director's statement:**

*"I confirm that our published figures are true and accurate to the best of our knowledge and STI is committed to ensuring fairness and equality in the workplace based on all characteristics, including gender".* **Simon Best, December 2017**