



STI Gender Pay Gap Report 2019

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.

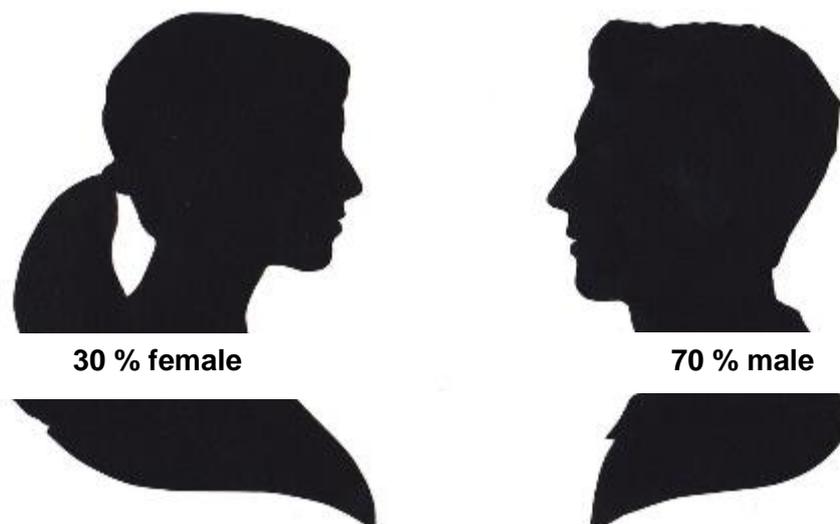
Our Commitment:

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. In previous years reporting, we have calculated these figures manually. For this year, the figures have been collected from our payroll provider, Moorepay. The figures may not be directly comparable due to slight differences in calculation methods.

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:





Gender Pay Gap

% difference between male and female employees' pay

	STI Gender Pay Gap 2019	STI Gender Pay Gap 2018	STI Gender Pay Gap 2017	Manufacturing average Gender Pay Gap (EEF report. Based on 2017)	National average Gender Pay Gap (Gov webinars & House of Commons Briefing Paper. Based on 2017)
Mean	21.37% lower	23.81% lower	19.65% lower	13.3% lower	17.2% lower
Median	11.22% lower	17.91% lower	11.71% lower	10.2% lower	18.4% lower

Our Gender Pay Gap has increased on the 2019 statistics but is lower than the 2018 statistics. In 2020 we employed a significant volume of male employees which has contributed to the increased gap.

National and Manufacturing averages were not available for comparison.

Gender Bonus Gap

% difference between male and female employees' bonus

	STI Gender Bonus Gap 2019	STI Gender Bonus Gap 2018	STI Gender Bonus Gap 2017	Manufacturing average Gender Bonus Gap (EEF report. Based on 2017)
Mean	36.13% lower	63.93% lower	68.19% lower	8.7%
Median	0%	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 commission figures mostly paid to men, as the sales team is primarily comprised of men.



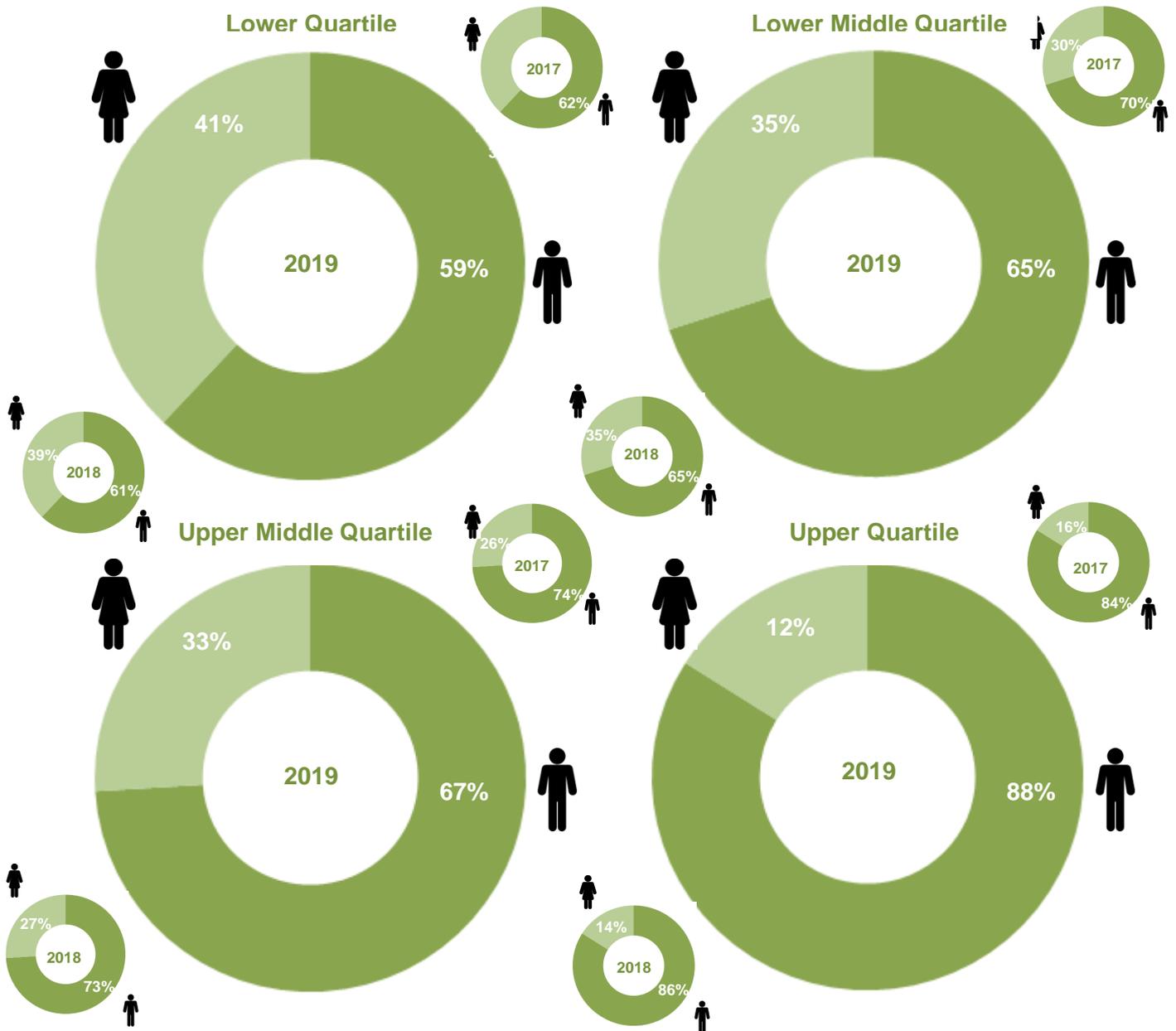
Gender Bonus Gap % of male and female employees who received a bonus

	STI employees who received a bonus 2018 - 2019	STI employees who received a bonus 2017 - 2018	STI employees who received a bonus 2016 - 2017	Manufacturing average Gender Bonus Gap (EEF report. Based on 2017)
Males	81.08%	11%	4.43%	52.3%
Females	76.32%	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 a higher percentage of female employees received bonus payments in 2020 than male employees.

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

	STI quartiles 2019	STI quartiles 2018	STI quartiles 2017	Manufacturing average quartiles (EEF report. Based on 2017)
Lower Quartile	Males = 59% Females = 41%	Males = 61% Females = 39%	Males = 62% Females = 38%	Males = 65.9% Females = 34.1%
Lower Middle Quartile	Males = 65% Females = 35%	Males = 65% Females = 35%	Males = 70% Females = 30%	Males = 73.7% Females = 26.3%
Upper Middle Quartile	Males = 67% Females = 33%	Males = 73% Females = 27%	Males = 74% Females = 26%	Males = 78.1% Females = 21.9%
Upper Quartile	Males = 88% Females = 12%	Males = 86% Females = 14%	Males = 84% Females = 16%	Males = 80.8% Females = 19.2%



The manufacturing industry is male dominated. The average manufacturing Company is made up of 85% male and 15% female (Make UK, 2017). Our workforce split of 70% male and 30% female is therefore better than industry standard however still reflects a male dominance, 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 several 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 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, 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. STI is committed to ensuring fairness and equality in the workplace based on all characteristics, specifically gender when referring to the gender pay gap however our commitment to best practice extends to all protected characteristics including age, disability, race, religion or belief, sexual orientation, 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. This report has been published retrospectively due to the Coronavirus pandemic".

David Taylor, March 2021