

# STI LTD GENDER PAY GAP 2026

THE DATA FOR THE GENDER PAY GAP IS  
BASED ON SALARIES AS AT 01/04/2025.  
THE DATA FOR THE GENDER BONUS GAP  
IS BASED ON BONUSES FROM 01/04/2024  
– 31/03/2025.



# INTRODUCTION

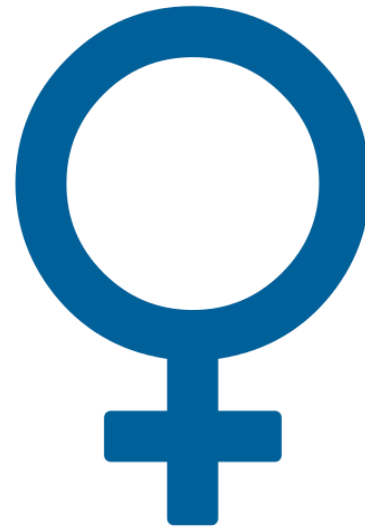
- From April 2017, all UK Companies that employ over 250 employees are required to annually report their Gender Pay Gap. The Gender Pay Gap is defined as the difference in the average earnings of male and female employees across the Company.
- Please note, the Gender Pay Gap is not the same as equal 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 AND CALCULATIONS

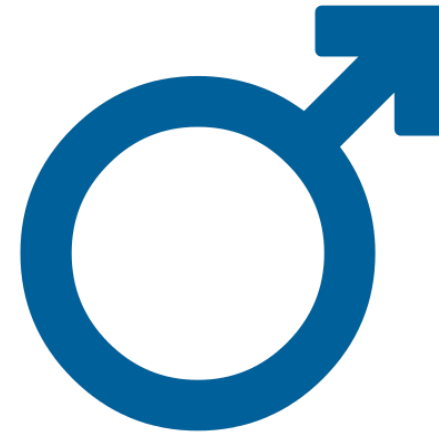
- We are committed to ensuring that all employees are treated fairly and consistently, and that no employee is treated adversely due to gender or any other characteristic such as nationality, ethnicity, or age.
- Our figures adhere to specified time periods, criteria and calculations as defined by the Gender Pay Gap legislation. We have taken all reasonable steps to ensure their accuracy. These have been calculated manually by the HR department.
- As an industry, manufacturing is recognised to be male dominated. Our male / female workforce split is representative of this and will therefore affect our Gender Pay Gap figures.

# MALE / FEMALE SPLIT

It is important to remember that our calculations are based on a workforce made up of:



33% female



67% male

# GENDER PAY GAP

## % difference between male and female employees' pay

	STI Gender Pay Gap 2026	STI Gender Pay Gap 2025	STI Gender Pay Gap 2024
Mean	25.35% lower	19.54% lower	22.91% lower
Median	0.00% lower	16.38% lower	14.11% lower

This means that females are paid 25.35% (mean) / 0.00% (median) lower than males.

Our Mean Gender Pay Gap has increased compared to the 2025 statistics. However, our Median Gender Pay Gap has decreased since 2024 & 2025.

Our Gender Pay Gap exists as more males tend to hold the higher paid roles such as Directors, Managers and Engineers.

# GENDER BONUS GAP

## % difference between male and female employees' bonus

	STI Gender Bonus Gap 2026	STI Gender Bonus Gap 2025	STI Gender Bonus Gap 2024
Mean	17.65% lower	-36.04% lower	33.77% lower
Median	0.00% lower	0.00% lower	0.00% lower

This means that females' bonuses are 17.65% (median) lower than males, which has increased since 2024, as women's bonuses for 2024 were higher than men's. The mean has decreased compared to recent years due to the removal of most of the commission paid roles and we have paid less bonuses during our transition.

Gender Bonus Gap calculations include elements such as Long Service Awards, Referral Bonuses, Reward & Recognition, Commission and Bonus payments. Our Gender Bonus Gap figure may be seen as skewed due to commission and bonus figures mostly paid to males.

# GENDER BONUS GAP

## % difference between male and female employees' bonus

	STI employees who received a bonus in 2024 - 2025	STI employees who received a bonus in 2023 - 2024	STI employees who received a bonus in 2022 - 2023
Males	11.33%	9.86%	16.10%
Females	10.00%	13.11%	18.66%

Our Gender Bonus Gap figure (males & females receiving a bonus) shows that these bonus payments have been equally paid when applicable, with more females receiving a bonus than males in previous years. However, for 2024 – 2025, the males that received a bonus I slightly higher.

However, the high value bonuses are typically those relating to commission which are mostly paid to males, hence the mean and median Gender Bonus Gap reflect a higher gap when bonuses are paid.

# GENDER PAY GAP QUARTILES

## % of male and female employees in pay quartiles

	STI Quartiles 2024 – 2025	STI Quartiles 2023 – 2024	STI Quartiles 2022 - 2023
Lower Quartile	Males = 36 Females = 37	Males = 50% Females = 50%	Males = 61% Females = 39%
Lower Middle Quartile	Males = 42 Females = 31	Males = 59% Females = 41%	Males = 58% Females = 42%
Upper Middle Quartile	Males = 57 Females = 16	Males = 77% Females = 23%	Males = 82% Females = 18%
Upper Quartile	Males = 60 Females = 14	Males = 84% Females = 16%	Males = 82% Females = 18%

# GENDER PAY GAP QUARTILES

- The manufacturing industry is male dominated. The average manufacturing Company is made up of 71.6% male and 28.4% female (*Make UK, 2025*). Our workforce split of 67% male and 33% 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.
  - In 2025, the UK manufacturing sector employed approximately 2.6 to 2.7 million people. Women represented 28.4% of this workforce which is a rise from previous years, however this amounted to roughly 738,000 to 766,000 women. Men comprised the remaining 71.6% of the sector, approximately 1.86 to 1.93 million, maintaining a male-dominated industry (*Cambridge Industrial Innovation 2025 statistics*)
- Over the next couple of slides, 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.

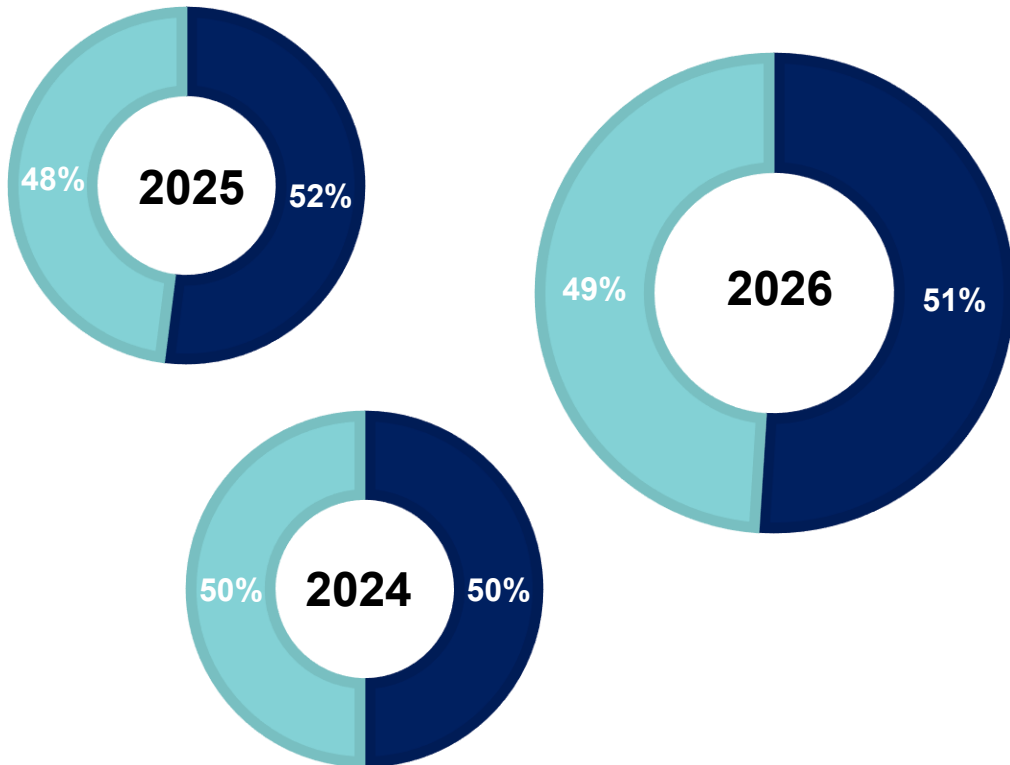
● = Male

● = Female

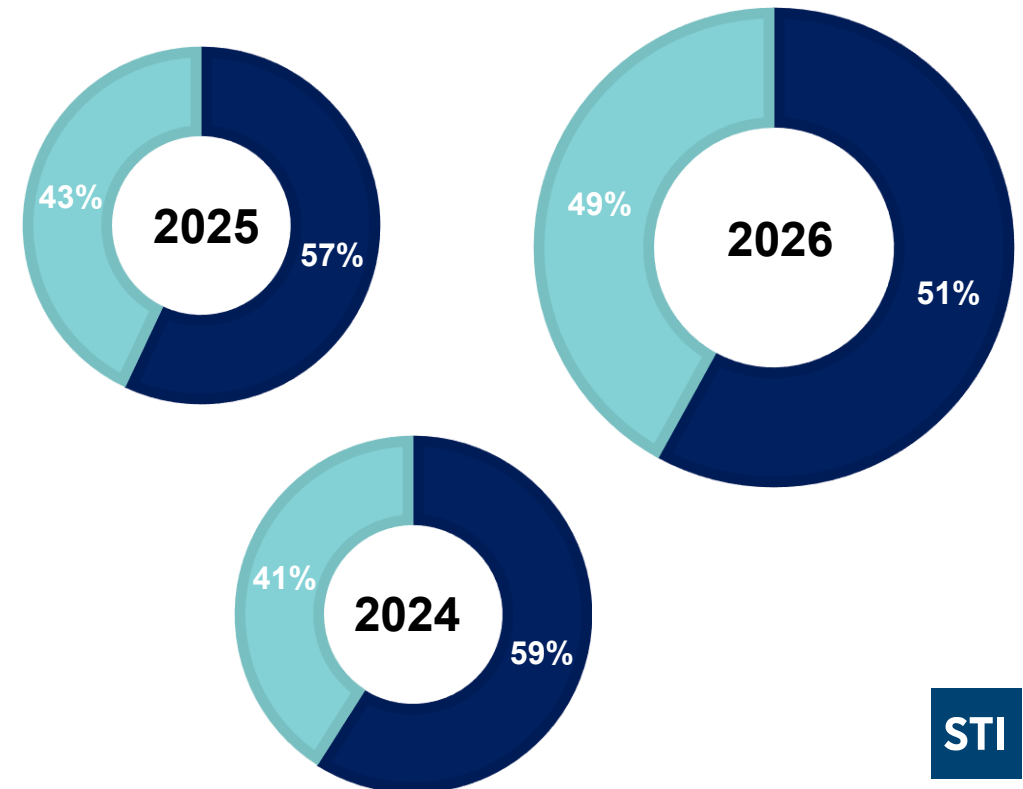
# GENDER PAY GAP QUARTILES

% of male and female employees in pay quartiles

Lower Quartile



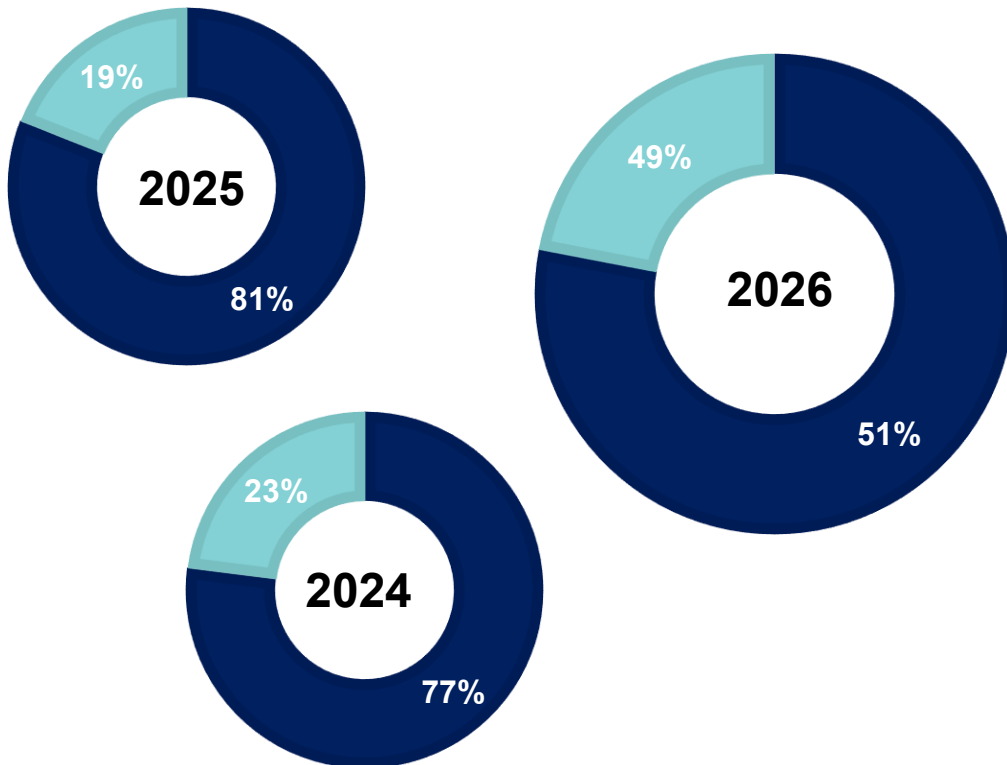
Lower Middle Quartile



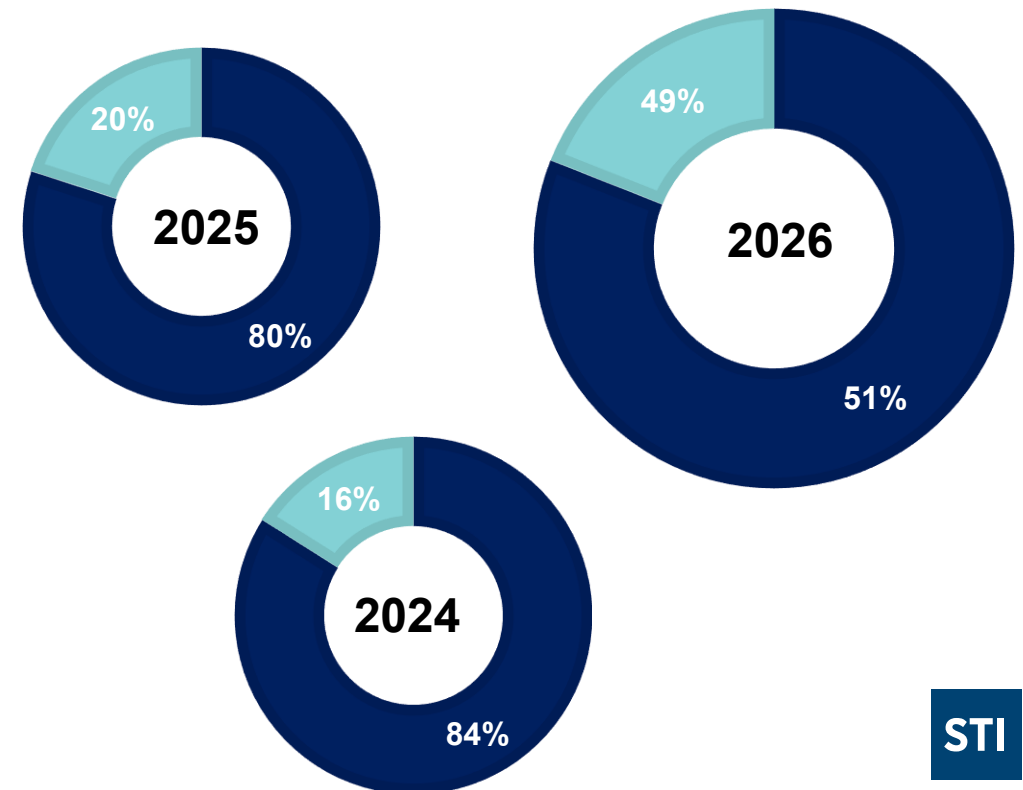
# GENDER PAY GAP QUARTILES

% of male and female employees in pay quartiles

Upper Middle Quartile



Upper Quartile



# COMMITMENTS

As previously mentioned, 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, 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
- Ensuring fairness in pay structures
- Promoting internal progression
- Reviewing recruitment practices
- Offering flexible working practices
- Reviewing diversity, equity and inclusion

Read on to find out more about these commitments.

# COMMITMENTS CONT...

## 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, especially within Engineering. 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, recruiting graduates and employing apprentices. This will apply to males and females equally.

## Ensuring Fairness in Pay Structures:

We launched a Grading structure and will continue to work on ensuring this provides clear, transparent, and fair pay structures aligned to grades and we are looking at improving the overall process.

# COMMITMENTS CONT...

## 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, such as promotions & development plans.

## Reviewing Recruitment Processes:

We will continually review our Recruitment Policy which we have done in recently, 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.

# STATEMENT FROM OUR CHIEF EXECUTIVE

*“We confirm that once again our published figures are true and accurate to the best of our knowledge. We at STI are committed to ensuring fairness and equality in the workplace based on all characteristics, specifically gender when referring to the gender pay gap. Our commitment to best practice extends to all protected characteristics, this includes 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”.*

**Tom Garvey, 13<sup>th</sup> March 2026**