

GENDER PAY GAP REPORT

Stannah Lift Services Ltd

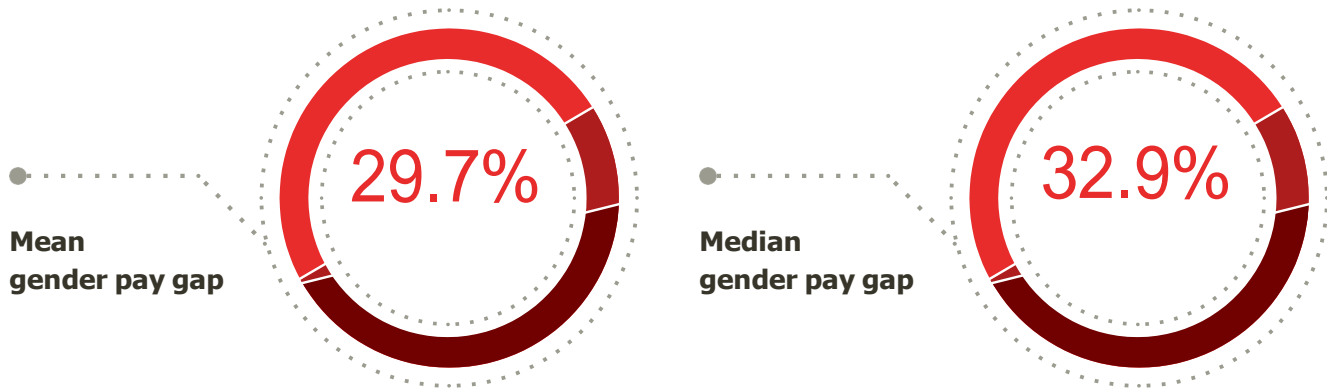
From April 2017, the Government introduced gender pay gap reporting for all companies employing more than 250 employees. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

It is distinct from the legal requirement under the Equalities Act (2010) of equal pay which requires equal treatment for men and women in the terms and conditions of their employment contract, including the requirement for men and women to be paid the same for carrying out work of equal value.

Manufacturing and the lift industry in particular have traditionally been very male dominated and we have a larger number of men including a larger proportion in senior roles. We have seen some successes in recruiting women into engineering roles in both offices and the field, but we need to do more. This report goes on to detail our plans to improve the representation of women at all levels in our business.

We are confident that we fully comply with our legal obligations and that men and women are paid equally for doing equivalent jobs at Stannah. The gender pay gap which has been disclosed does not signify an equal pay issue but is instead caused by the structure of our industry which is reflected in our workforce.

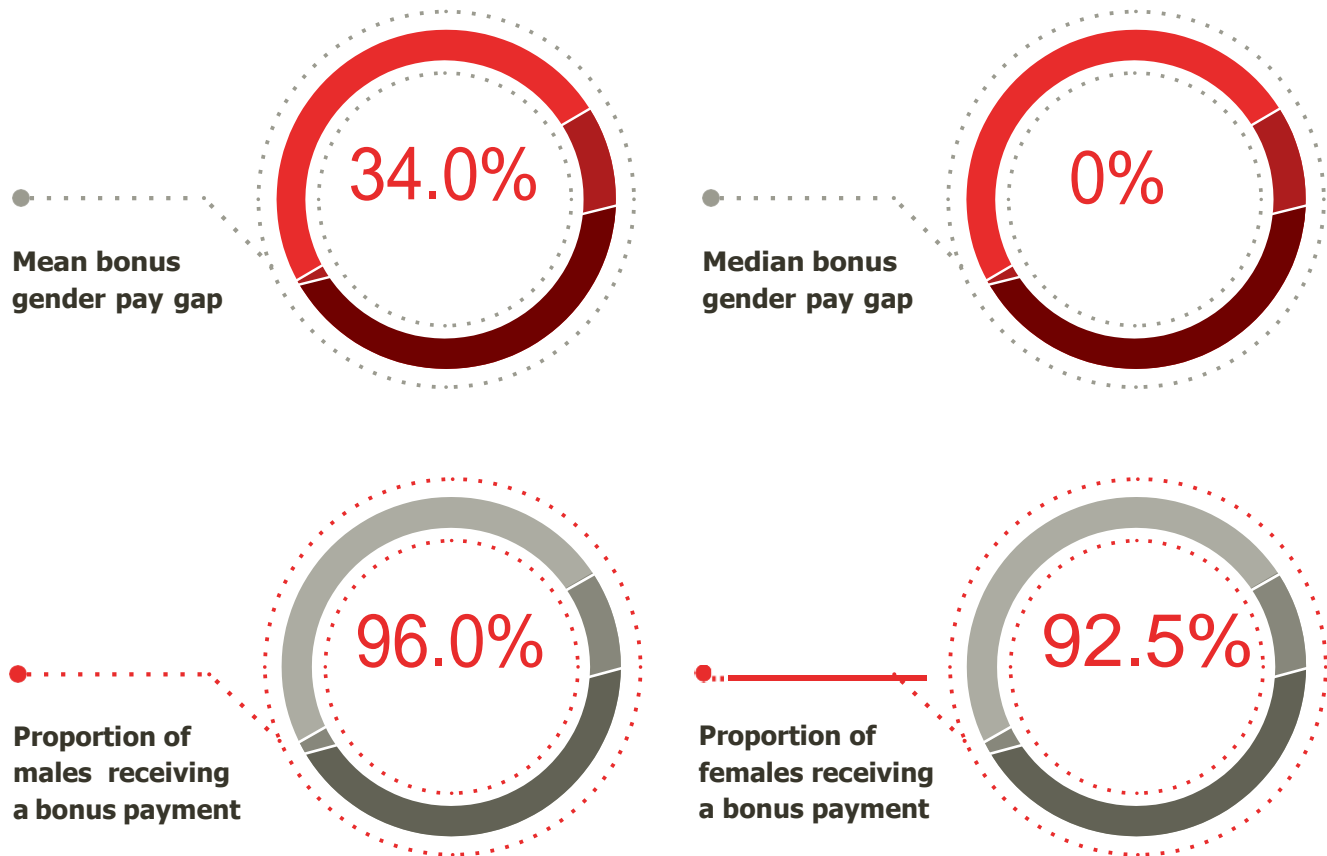
Stannah Lift Services Ltd Gender Pay Gap - 2021



In particular the company has identified the following as the predominant reasons for the differences:-

- The lower proportion of females entering engineering roles
- The lower proportion of females in more senior roles.

Stannah Lift Services Ltd Gender Bonus Gap - 2021



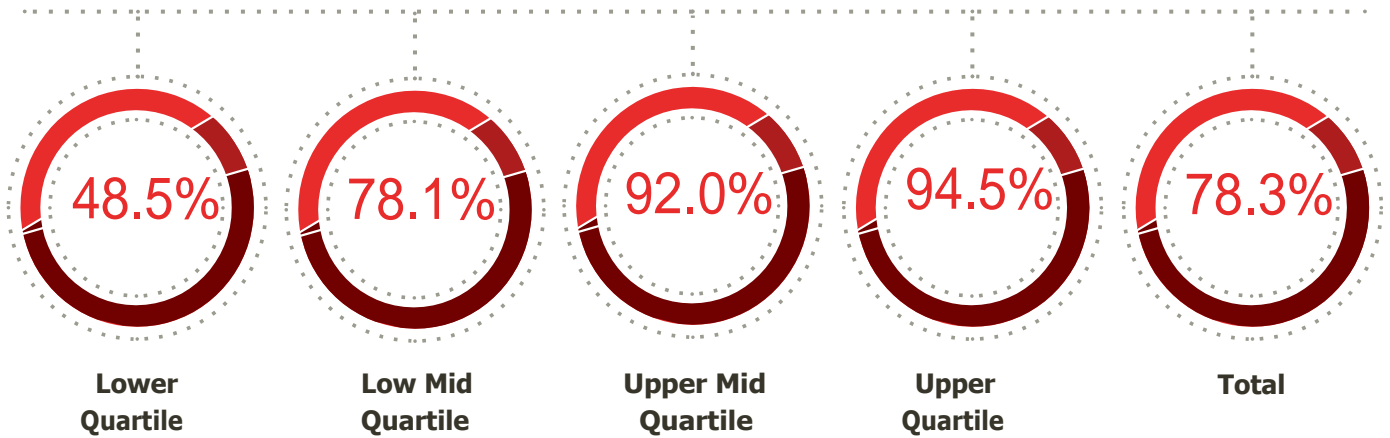
In respect of the bonus figures, the company has identified the following as the predominant reasons for the difference:-

- As commission is also included in the bonus figures, and there are fewer women in senior or higher paid roles, this has the effect of making the mean bonus gender pay gap larger.
- Fewer than 100% received a bonus due to the fact that in this part of the business, we occasionally have months where no bonus is paid, thereby affecting new starters and leavers falling into the same snapshot period.

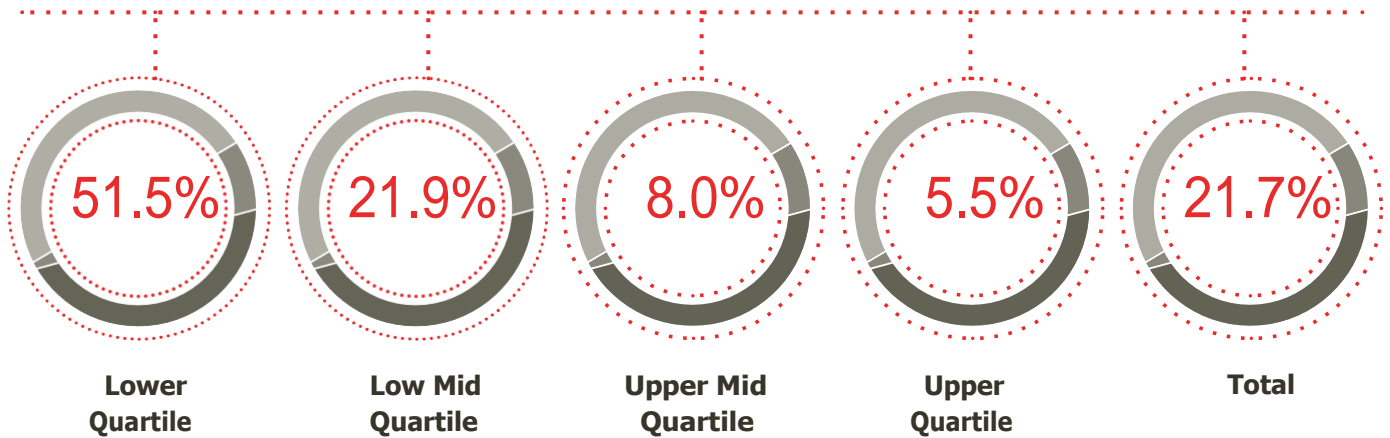
Pay Quartiles by Gender

The distribution of men and women is shown in pay quartiles. These are calculated by splitting the whole workforce into four equal parts based on hourly pay from highest to lowest. The percentage of men and women is then calculated for each quartile.

MALE



FE M A L E



The company has agreed a number of actions with the aim of reducing the gender pay gap:-

Actions currently being undertaken:

Recruitment

- We continue to work with local colleges/universities and schools to encourage more females into engineering apprenticeships. 15% of our Apprentices are female and this is across all areas of the business including the field.
- We continue to commit to robust monitoring of recruitment data from application to appointment - including the number of females applying for roles and number of females appointed
- Continuous review of recruitment practices and advertising to attract a greater number of female applicants including STEM
- Presentation of the company internally and externally using more female focused images

HR / Training

- A flexible working policy is in place
- Staff are trained in interviewing techniques and equality/diversity awareness
- Enhanced maternity provisions have been implemented

Further actions planned:

- Continued monitoring of internal promotions to more senior roles including HR metrics to monitor and track this on a monthly basis
- Promoting equality of opportunity for all by identifying and overcoming any barriers or disadvantages for progression
- Introducing a robust succession planning tool to help identify senior roles where can offer training and development to help promote female employees within the business
- Reinvigorate the STEM ambassador programme
- Active recruitment of females into current vacancies in engineering roles
- Refresher training programme for managers on equality and diversity
- Updating the Equality, Diversity and Inclusion policy to ensure we provide more opportunities

I confirm the information published above is accurate.

James Buttigieg

James Buttigieg – Group HR Director