

GENDER PAY GAP REPORT

A horizontal dotted line with small grey dots at each end, spanning the width of the page below the title.

Stannah Lift Services Ltd

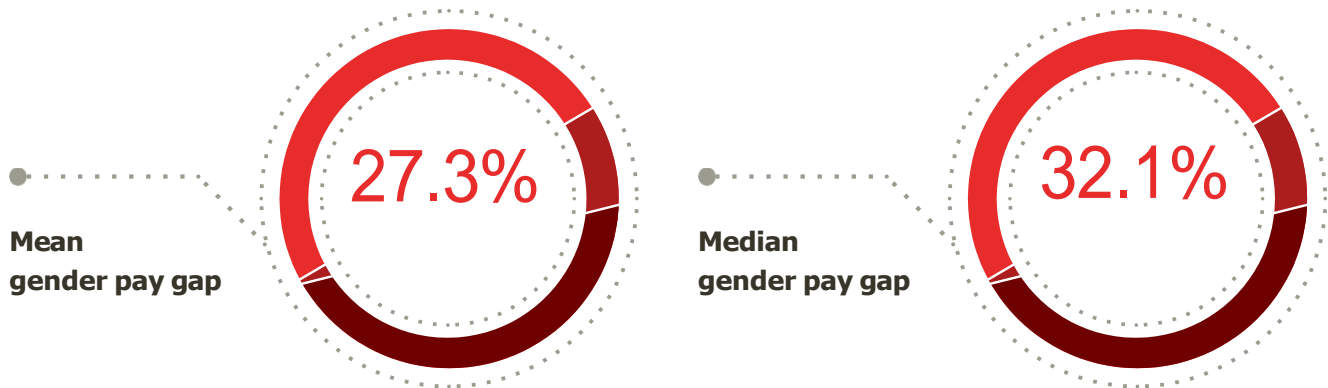
From April 2017, the Government introduced gender pay gap reporting for all companies employing more than 250 employees. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

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.

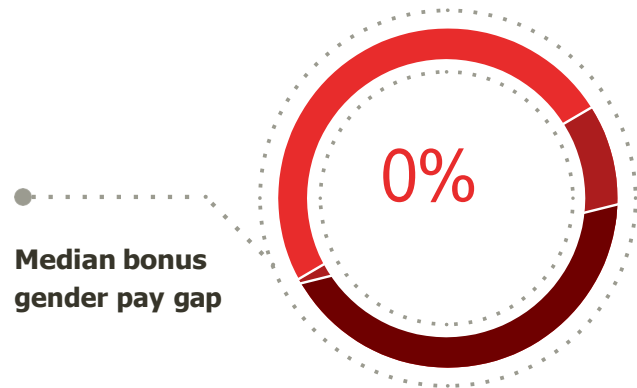
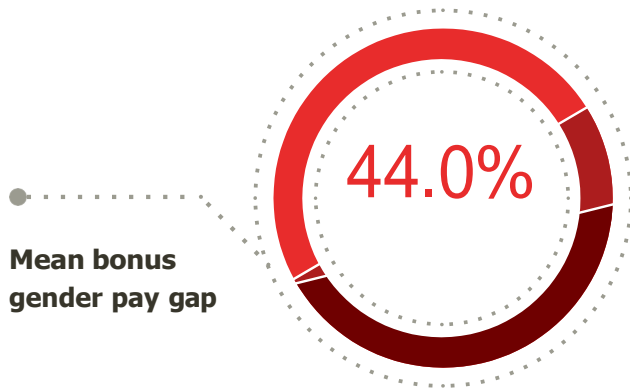
Stannah Lift Services Ltd Gender Pay Gap - 2023



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

- The lower proportion of females entering engineering roles including Apprentices
- The lower proportion of females in more senior roles within the organisation

Stannah Lift Services Ltd Gender Bonus Gap - 2023



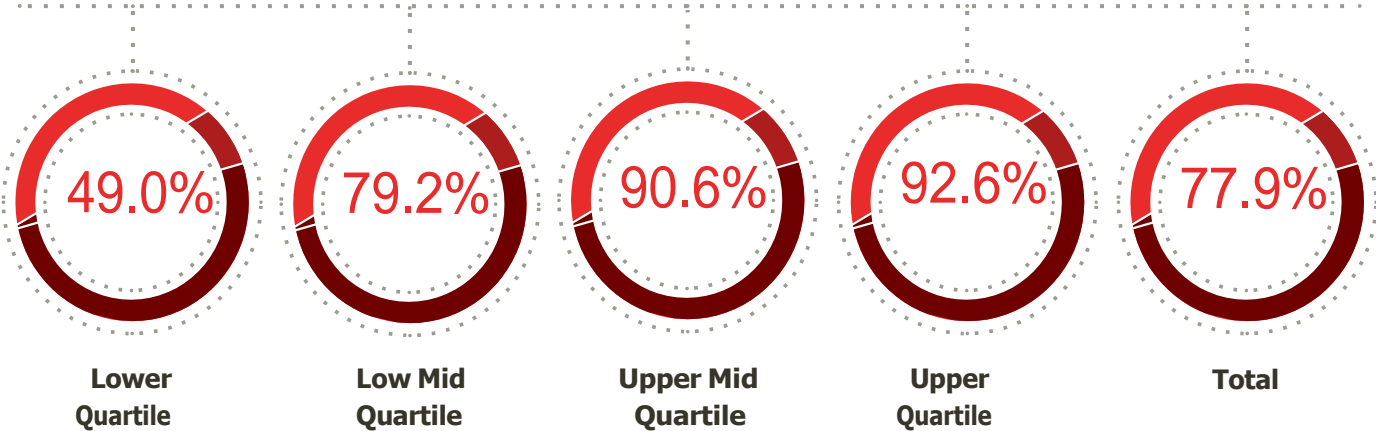
In respect of the bonus figures, the company has identified the following as the predominant reasons for the difference:-

- Commission is 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.

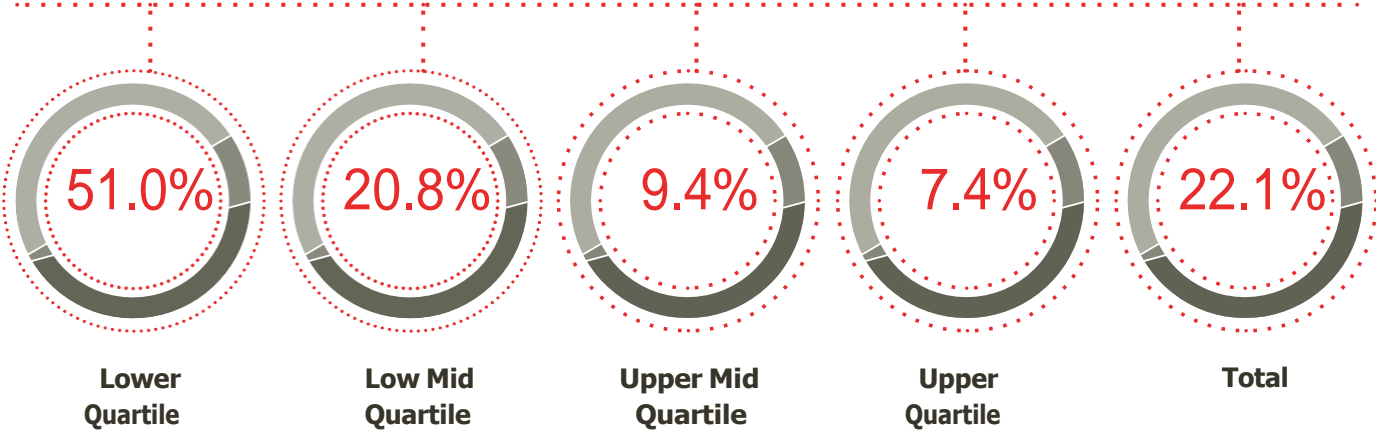
Pay Quartiles by Gender

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



FEMALE



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.
- We continue to commit monitoring 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
- Reinvigorated the STEM ambassador programme
- Presentation of the company internally and externally using more female focused images
- Using different methods of recruitment
- Training to help prevent unconscious bias

HR / Training

- Rolled out e-learning training to support Equality, Diversity and Inclusion, to ensure we provide more opportunities for women at all levels
- All employees continue to be trained in interviewing techniques and equality/diversity awareness
- A flexible working policy is in place and we have now introduced a Hybrid working policy
- Enhanced maternity provisions have been implemented again
- Introduced a Gender Equality Network Group in 2023 to help improve Gender Pay and other gender related topics

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
- Active recruitment of females into current vacancies in engineering roles
- Refresher training programme for managers on equality and diversity
- Continue to roll out changes through our Gender Equality Network Group including maternity clothes for our non-office based workers

I confirm the information published above is accurate.

James Buttigieg

James Buttigieg – Group HR Director