

GENDER PAY GAP REPORT

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Stannah Lift Services Ltd

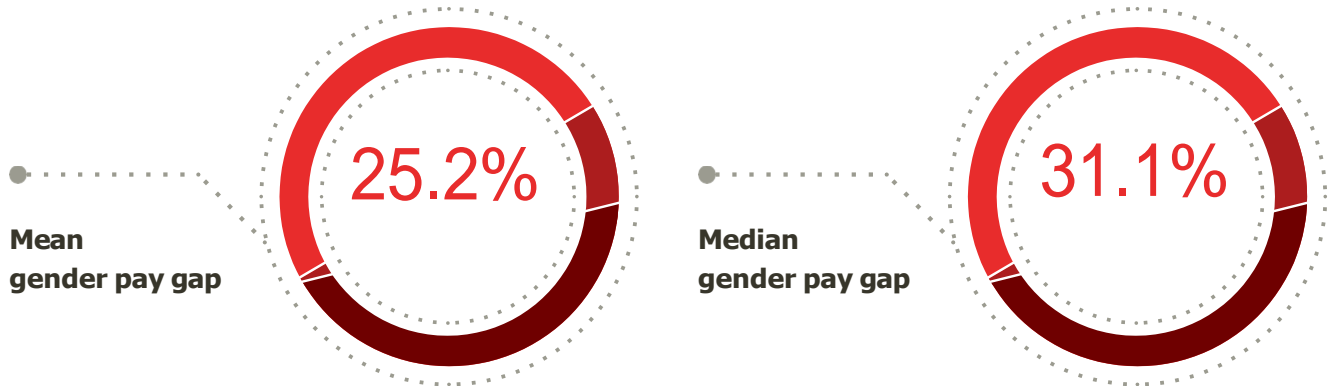
From April 2017, the Government introduced gender pay gap reporting for all companies employing more than 250 employees. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

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.

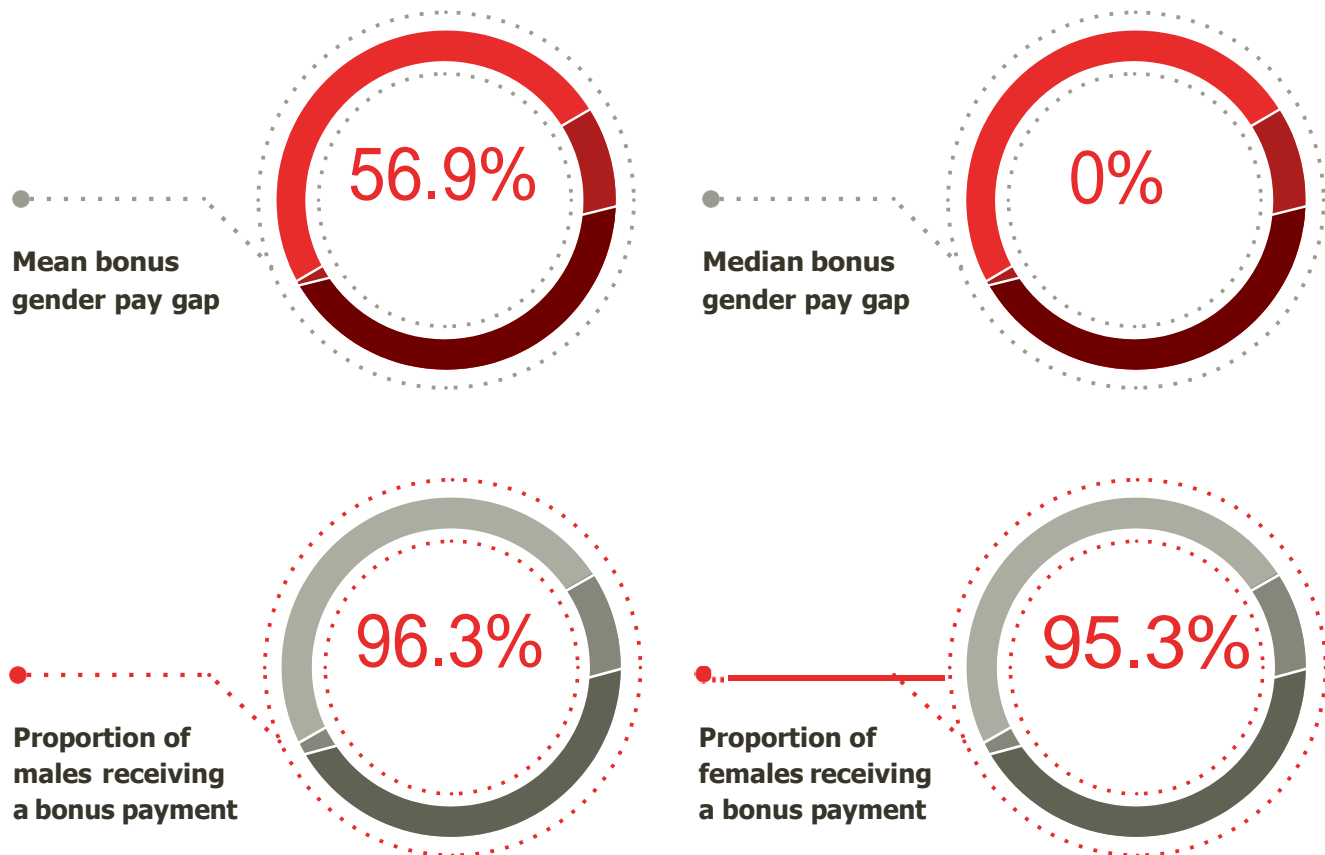
Stannah Lift Services Ltd Gender Pay Gap - 2024



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

- The lower proportion of females entering field based or technical roles including Apprentices
- The lower proportion of females in more senior roles within the organisation

Stannah Lift Services Ltd Gender Bonus Gap - 2024



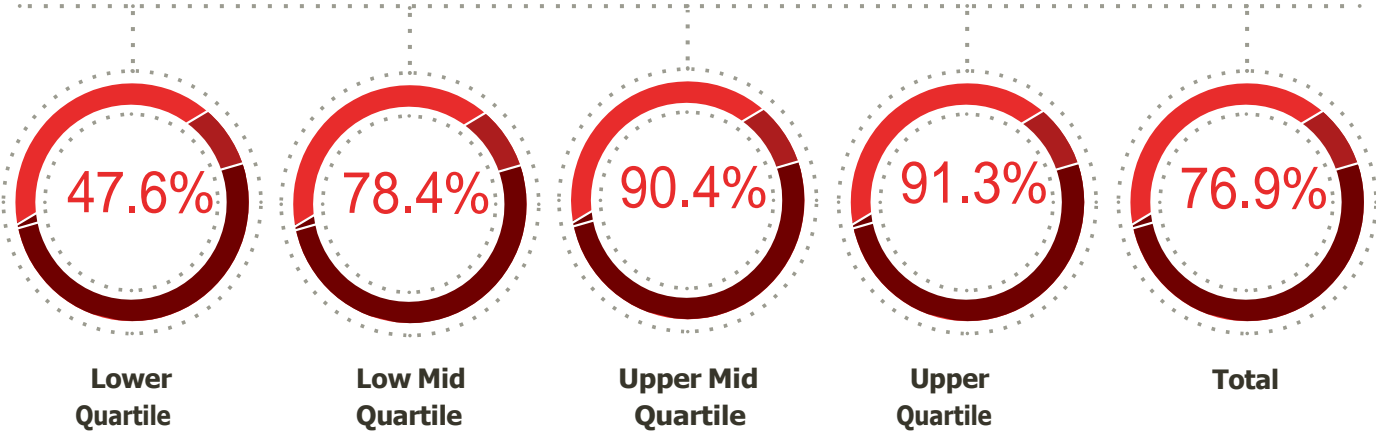
In respect of the bonus figures, the company has identified the following as the predominant reasons for the difference:-

- 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.

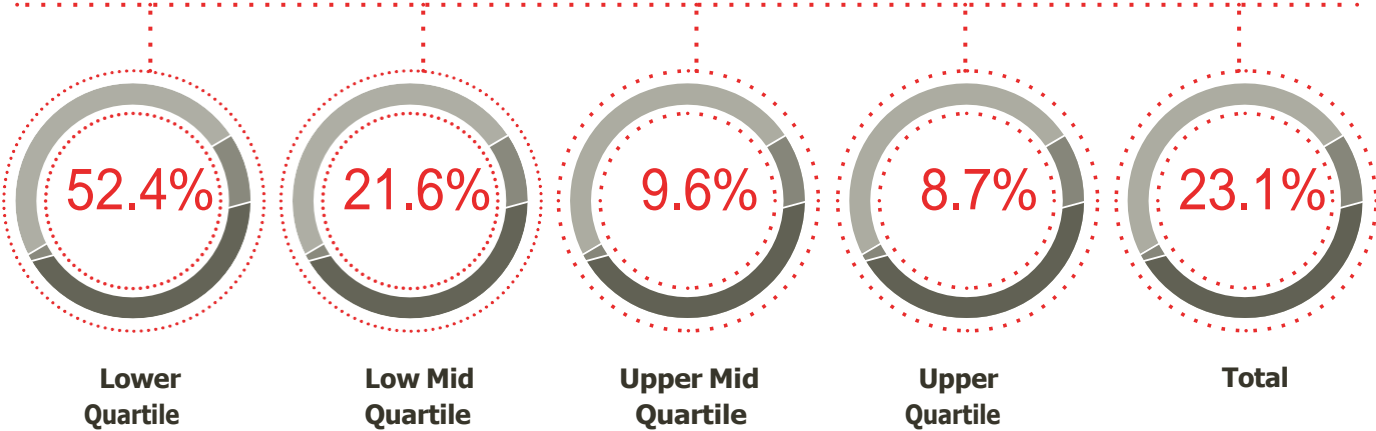
Pay Quartiles by Gender

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 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
- Presentation of the company internally and externally using more female focused images
- Using different methods of recruitment
- Training to help prevent unconscious bias through e-learning as well as toolbox talks

HR / Training

- Follow up on Equality, Diversity and Inclusion, to ensure we provide more opportunities for women at all levels
- Refresher for all employees on equality/diversity awareness
- Updated Stannah's flexible working policy to ensure we are providing the right opportunities for all employees to have the ability to balance work and their personal lives. This is also supporting the 2024 legislative updates
- Offer better hybrid working opportunities for employees whose roles allow the ability to work offsite

- Continued support for women through our Gender Equality Network Group including:
 - Maternity uniforms at our Andover, Blandford and Newburn factories, supporting pregnant employees with greater comfort and safety
 - Menopause policy to provide a supportive approach for employees to manage work and symptoms during this time.

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 and senior leadership roles
- Refresher training programme for managers on equality and diversity
- Continue to roll out changes through our Gender Equality Network Group
- Introducing workplace policies for Carers Leave and Neonatal Care
- Reviewing our existing policy on time off for IVF

I confirm the information published above is accurate.

James Buttigieg

James Buttigieg – Chief People Officer