

GENDER PAY GAP REPORT

Stannah Lift Services Ltd

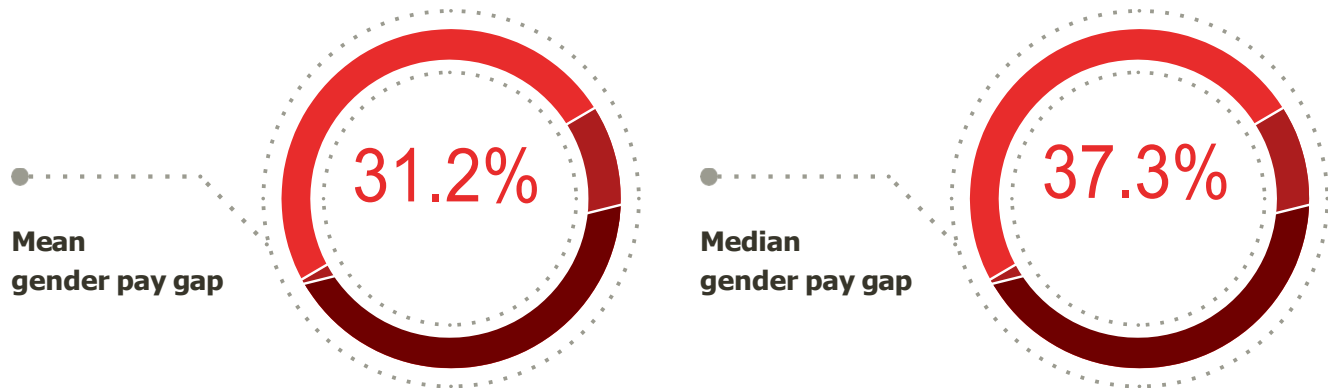
From April 2017, the Government introduced gender pay gap reporting for all companies employing more than 250 employees. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

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.

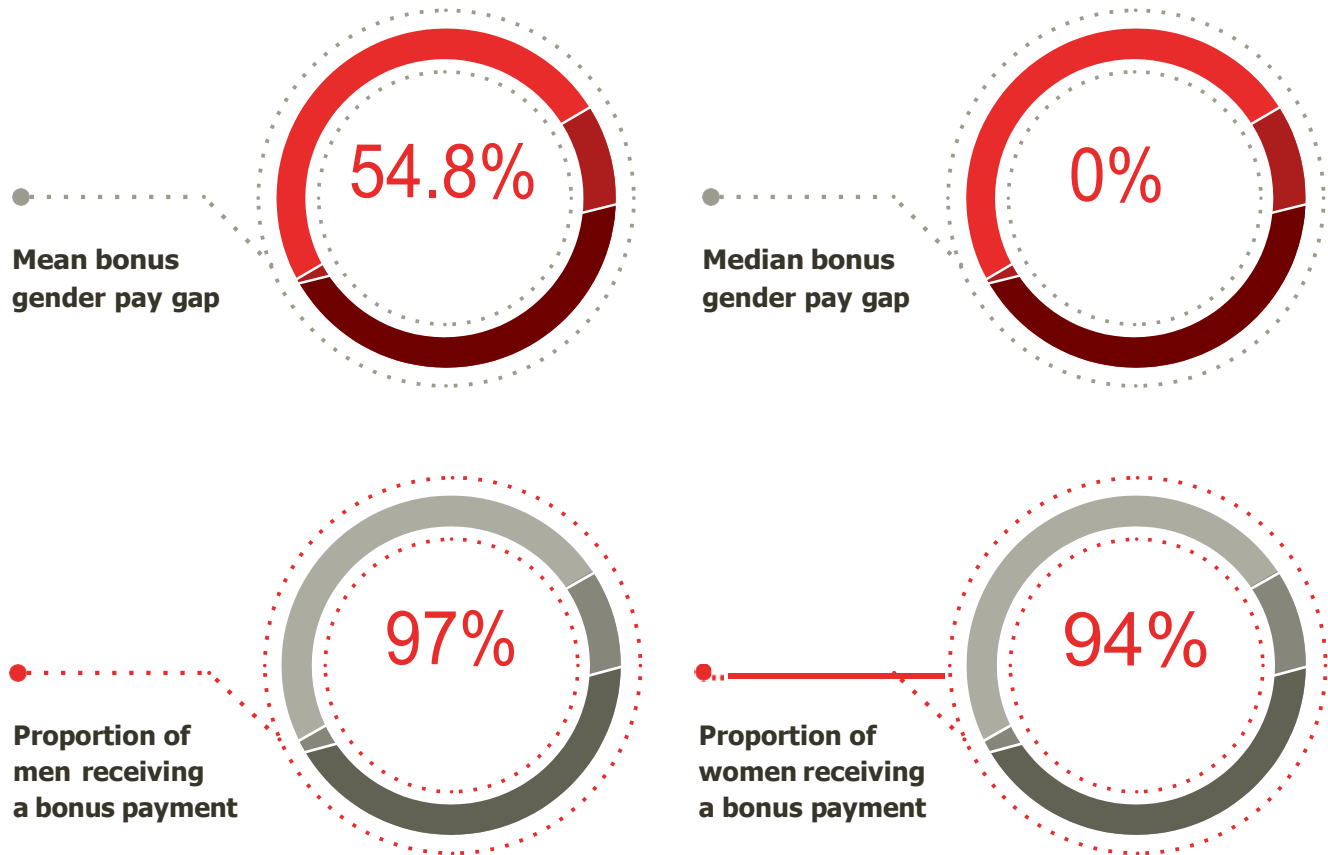
Stannah Lift Services Ltd Gender Pay Gap - 2025



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

- The lower proportion of women entering field based or technical roles including Apprentices
- Industry comparisons highlight a higher proportion of male employees
- The lower proportion of women in more senior roles within the organisation

Stannah Lift Services Ltd Gender Bonus Gap - 2025



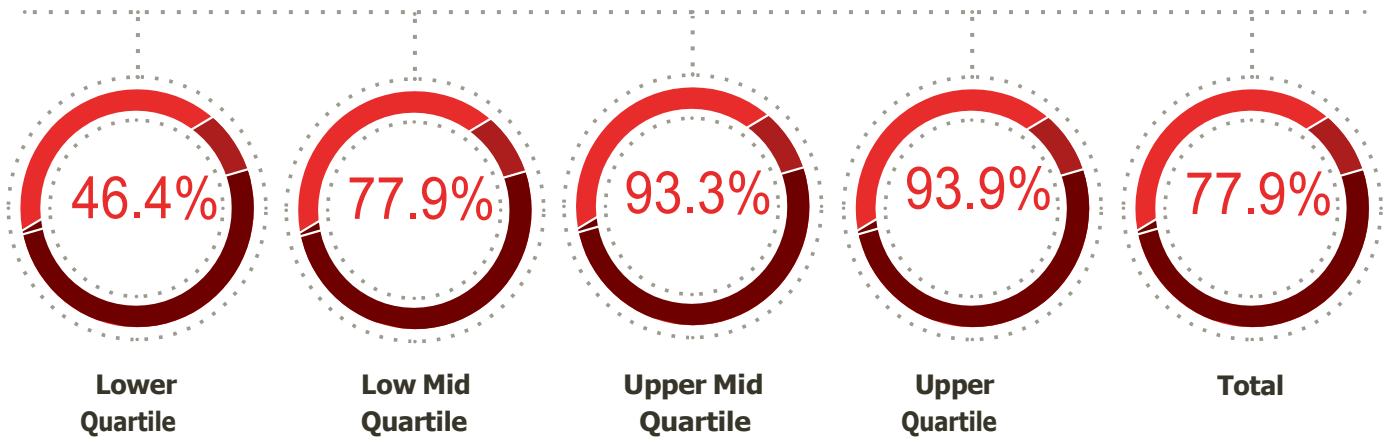
In respect of the bonus figures, the company has identified the following as the predominant reasons for the difference:-

- 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.

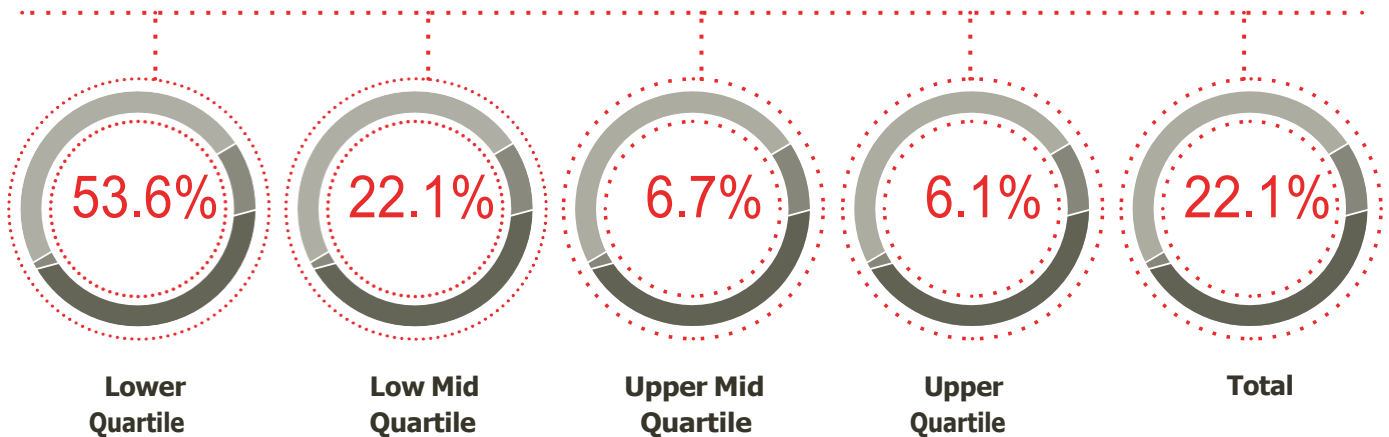
Pay Quartiles by Gender

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 have implemented a new Applicant Tracking System which will enable us to increasingly monitor recruitment data from application to appointment - including the number of women applying for roles and number of women appointed.
- Continuous review of recruitment practices and advertising to attract a greater number of female applicants in STEM
- Presentation of the company internally and externally using more female focused images
- Using different methods of recruitment including employee referrals and social media to reach as diverse a candidate base as possible
- We held apprenticeship assessment days to encourage a diverse range of applicants

HR / Training

- Rolled out Company-wide Dignity at Work (Equality, Diversity and Inclusion) training to all managers to ensure fair and equal treatment
- Implemented a new Learning Management System with ready access to a range of Equality, Diversity and Inclusion training courses and with the functionality for internally developed training packages on broader themes including unconscious bias
- Launched enhanced managers' guidance on our 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 ensures that all applications are considered fairly and thoroughly
- Introduced workplace policies for Carers Leave and Neonatal Care

Further actions planned:

- Continued monitoring of internal promotions to more senior roles including HR metrics to monitor and track this on a monthly basis, maximising opportunities from the new functionality provided by our new Applicant Tracking System.
- Roll out of succession planning to highlight internal gaps and explore opportunities for senior roles to be filled by an increased number of female applicants
- Promoting equality of opportunity for all by identifying and overcoming any barriers or disadvantages for progression, by encouraging participation in our RISE Academy (manager development program) to ensure all managers receive the same opportunity
- Looking to develop a Level 5 Women in Leadership program/course
- Active promotion of recruitment of women into current vacancies in engineering roles and senior leadership roles
- Monitor the gender split across the business to identify downwards trends to identify appropriate actions where needed

I confirm the information published above is accurate.

James Buttigieg

James Buttigieg – Chief People Officer