

GENDER PAY GAP REPORT

Stannah Lift Services Ltd

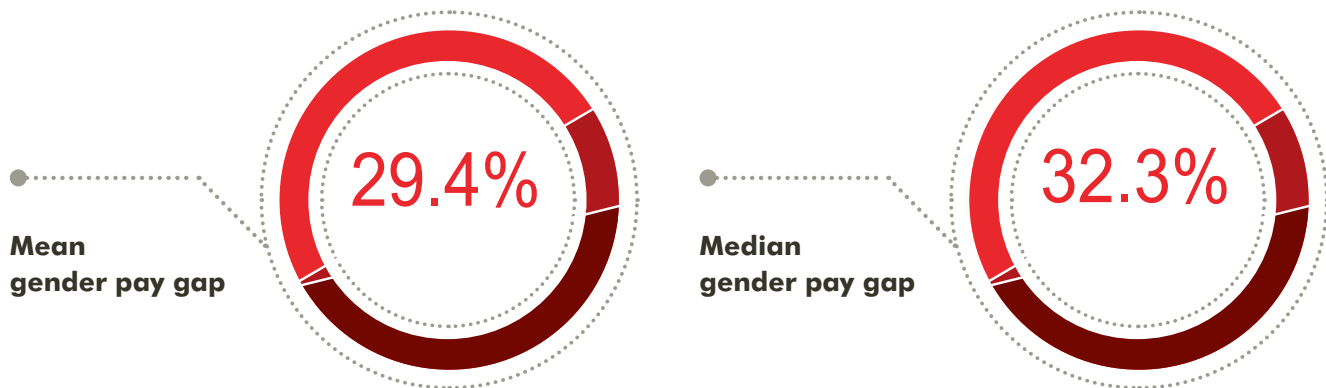
From April 2017, the government introduced gender pay gap reporting for all companies employing more than 250 employees. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

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 already have some successes in recruiting women into engineering roles in the 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.

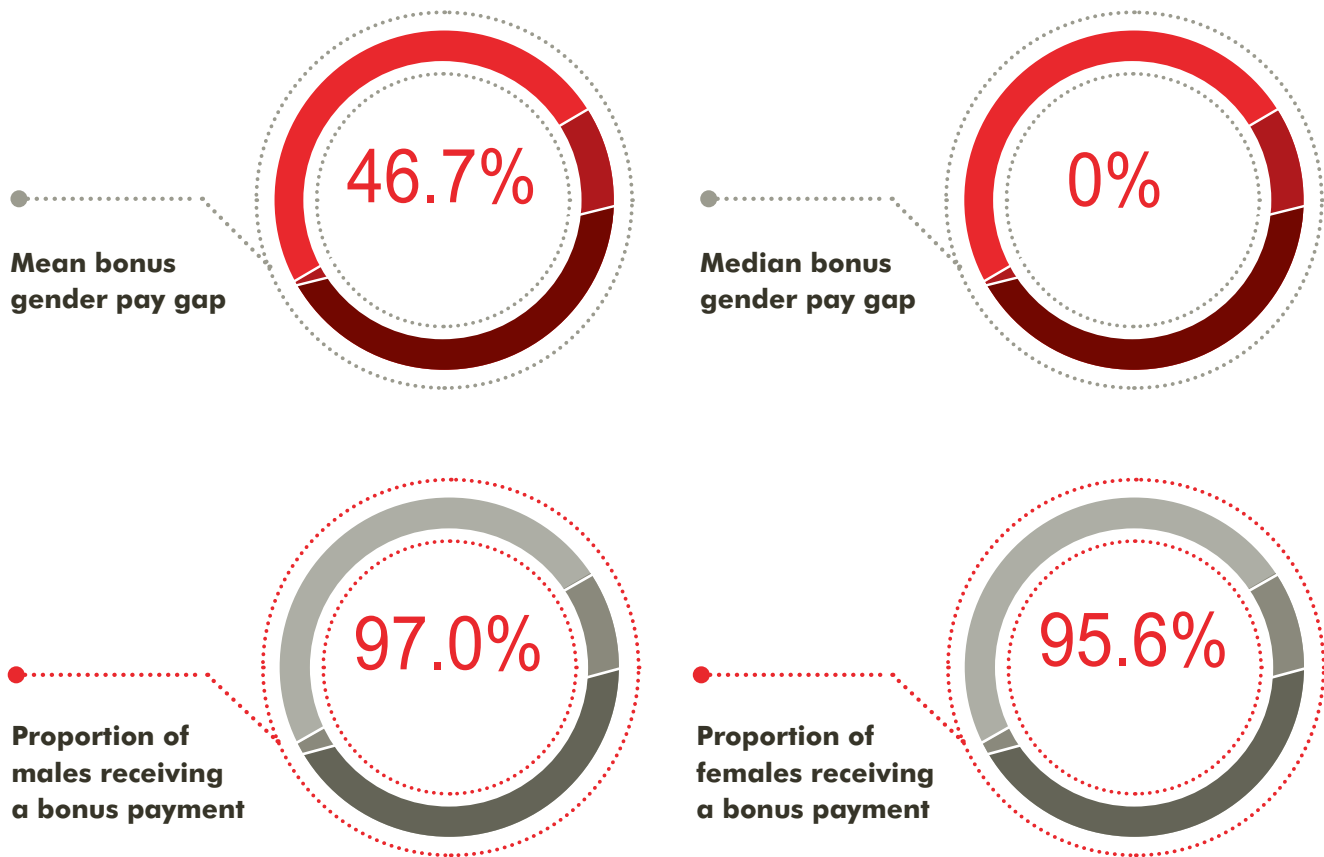
Stannah Lift Services Ltd Gender Pay Gap as at 5 April 2020



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 as at 5 April 2019



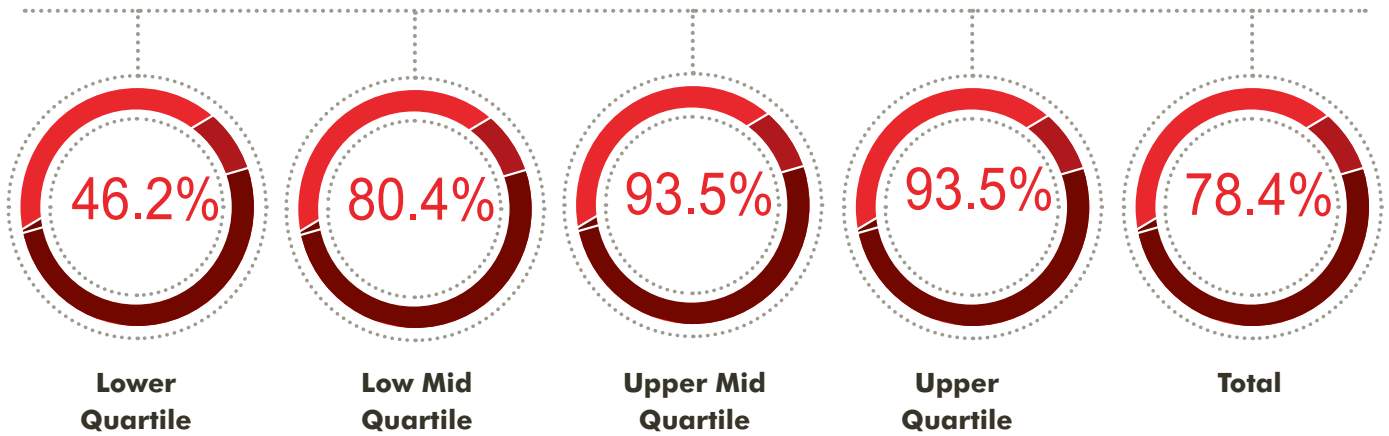
In respect of the bonus figures, the company has identified the following as the predominant reasons for the difference:-

- 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.

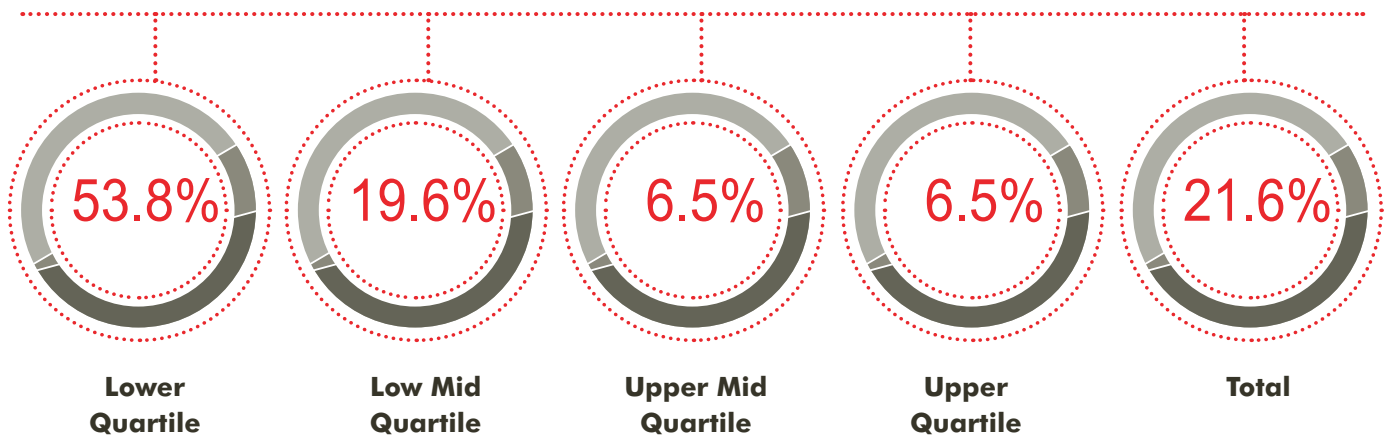
Pay Quartiles by Gender

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



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 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
- 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
- Promoting equality of opportunity for all by identifying and overcoming any barriers or disadvantages for progression
- Provide support, training and encouragement to female employees seeking progression
- Reinvigorate the STEM ambassador programme
- Active recruitment of females into current vacancies in engineering roles
- Refresher training programme for managers on equality and diversity
- Review policies and practices - to include pay, recruitment, equality and diversity, flexible working and talent management

I confirm the information published above is accurate.



Lois Caplin – Head of HR