

GENDER PAY GAP REPORT

Stannah Lift Services Ltd

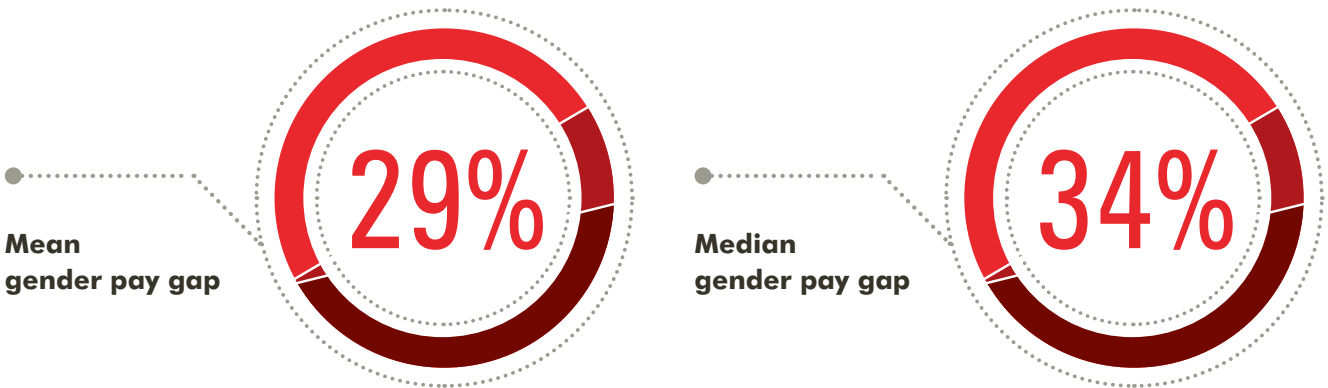
From April 2017, the government introduced gender pay gap reporting for all companies employing more than 250 employees. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

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.

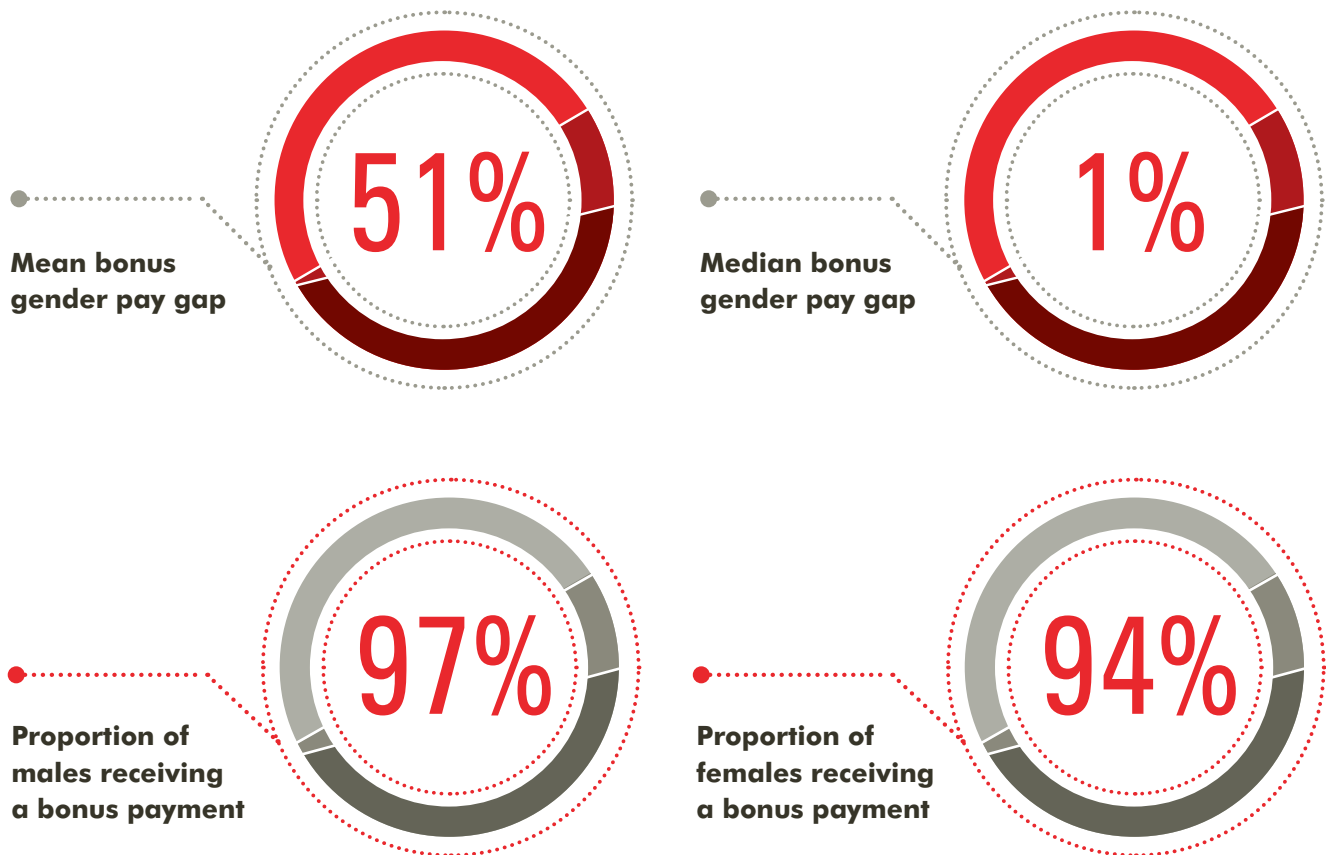
We are confident that we fully comply with our legal obligations and that men and women are paid equally for doing equivalent jobs at Stannah. The gender pay gap which has been disclosed does not signify an equal pay issue but is instead caused by the structure of our industry which is reflected in our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

Stannah Lift Services Ltd Gender Pay Gap as at 5 April 2017



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 2017

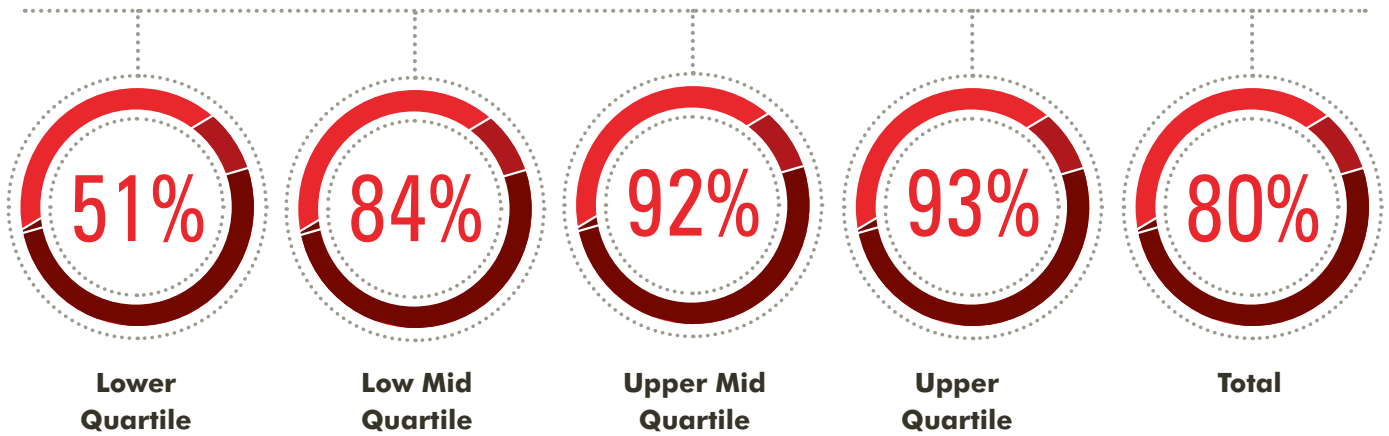
In respect of the bonus figures, the company has identified the following as the predominant reasons for the difference:-

- As commission is also included in the bonus figures, and a greater proportion of the senior sales team members earning commission are male, 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.

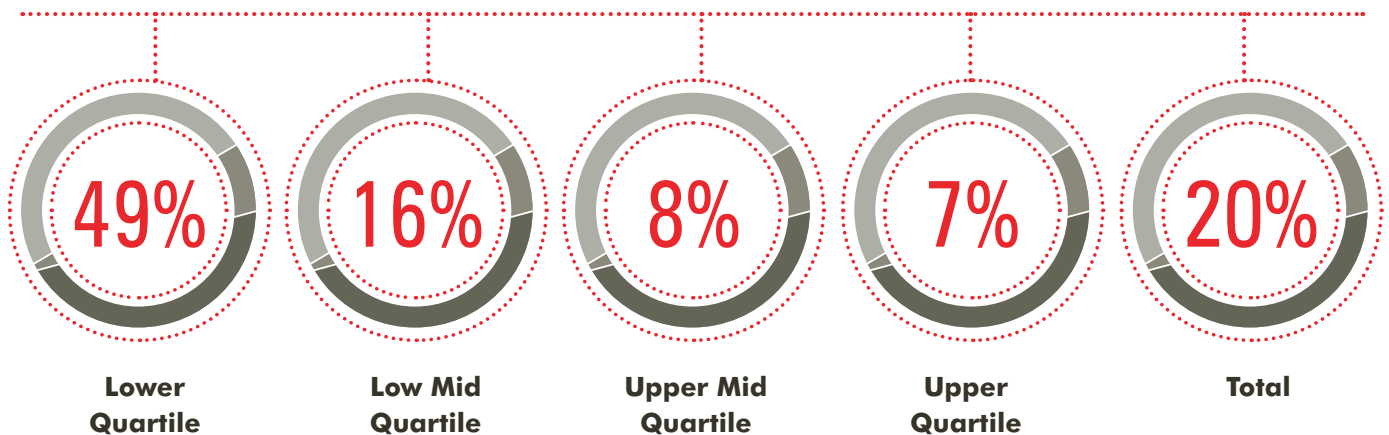
Pay Quartiles by Gender

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 lift engineering apprenticeships – the number of females has increased in these roles, however it will take longer to reduce the gap in this area due to the nature of the roles and length of apprenticeships
- We have implemented more robust monitoring of recruitment data - including the number of females applying for roles, number of females appointed and also the gender of the interviewees
- Continuous review of recruitment practices and adverts to attract a greater number of female applicants and to understand the reasons if females are not applying.
- We continue to attend skills shows and apprentice events, with female members of staff in attendance to encourage the next generation

HR / Training

- A flexible working policy is in place
- Staff are trained in interviewing techniques and equality/diversity awareness

Further actions planned:

- Survey of females in upper mid and upper quartiles to understand workplace factors that support or inhibit female progression
- Mentoring scheme for female staff – event/conference to promote and provide support from senior females in developing female talent
- Introduction of ‘blind’ CVs
- Presentation of the company internally and externally – using more female focused images rather than the traditional male dominated images from our history and heritage
- Monitoring of internal promotions to more senior roles and promoting equality of opportunity for all (for example by identifying and overcoming any barriers or disadvantages for progression, and to provide support, training and encouragement to female employees seeking progression)

I confirm the information published above is accurate.



Lois Caplin – Head of HR