

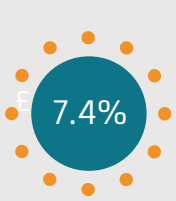
SSTL Gender Pay Gap Report

At SSTL, diversity is very important to us and we believe in having a workforce where anyone can reach their full potential. We remain committed to attracting and retaining the very best talent to SSTL and ensuring gender is never a factor in decisions.

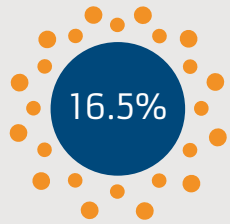
We have a mean gender pay gap of 7.4% and a median gender pay of 16.5%, which is lower than the current national median average of 18.1%. Our analysis of our gender pay gap is largely driven by the fact that we are in the engineering sector with a predominately male workforce. 76% of our employees are male compared to 24% female.

Hourly Rate of Pay

Difference %



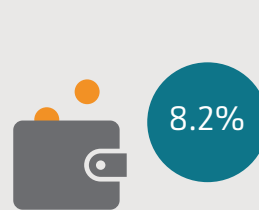
Mean



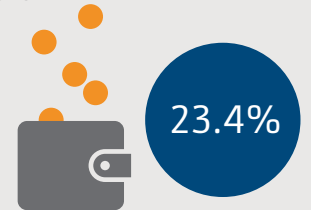
Median

Bonus Pay for 12 months

Difference %



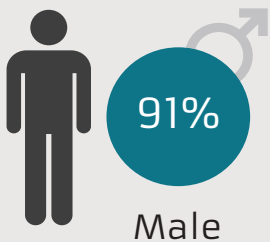
Mean



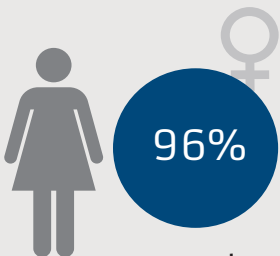
Median

Employees who received bonus pay

Proportion of total %



Male



Female

Pay Quartiles by Gender

Lower Quartile

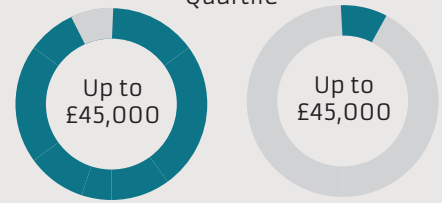


60% Males

40% Females

Includes all employees whose standard hourly rate places them at or below the lower quartile

Lower Middle Quartile

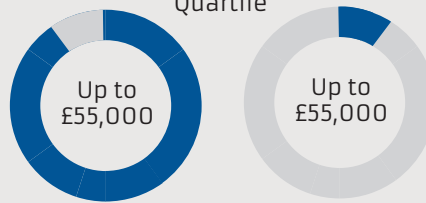


89% Males

11% Females

Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median

Upper Middle Quartile

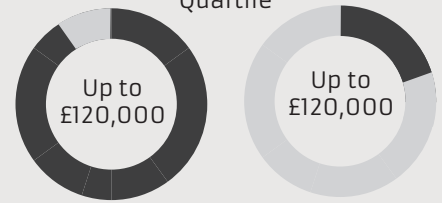


84% Males

16% Females

Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile

Upper Quartile



81% Males

19% Females

Includes all employees whose standard hourly rate places them above the upper quartile

How we will make a difference:

- **Early Careers Programme** – continue to attract and encourage female graduates and apprentices. Our 2017 Early Careers intake included 37% females which will in turn help to boost woman in our talent pipeline.
- **Women in Senior Management** – continue to proactively encourage and support females into senior roles. Females currently represent 30% of the Senior Management Team across the business and also 30% of our Directors within the Executive team are female.

- **Flexible working** – continue to promote our flexibility as a company through different work practices in order to recruit/retain top talent.
- **Recruitment** - Externally promote and continue to encourage more women in Engineering and/or into senior roles.