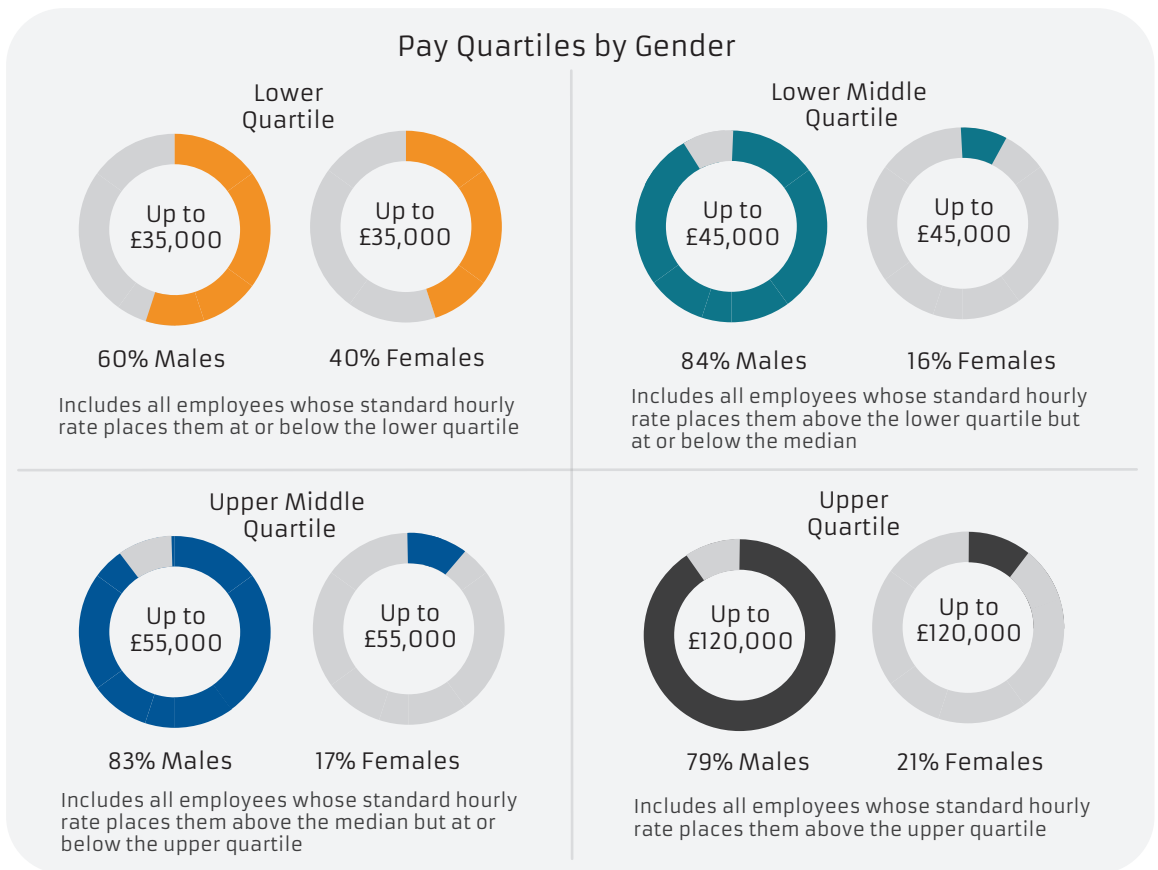
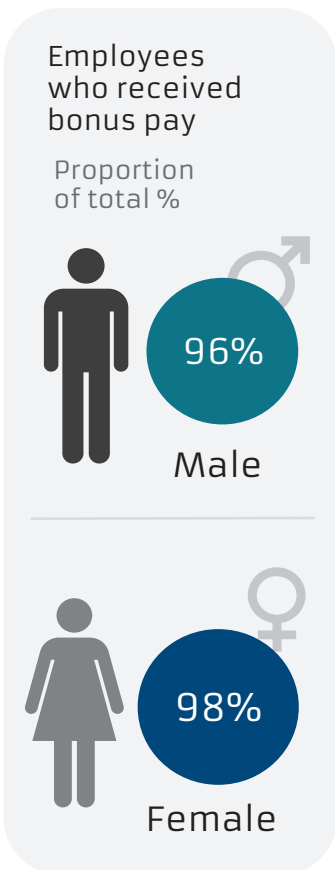
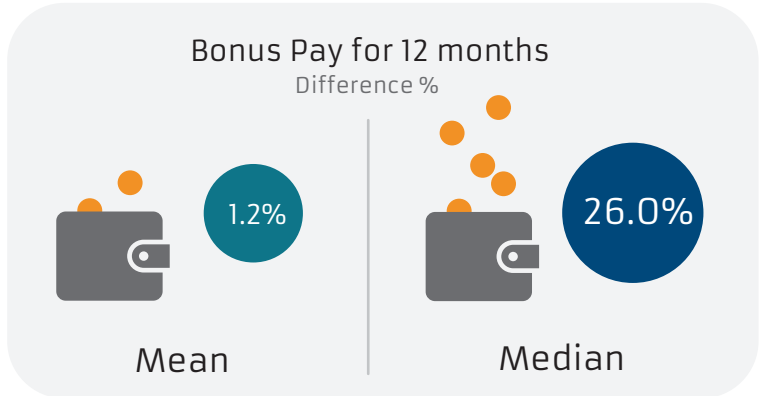
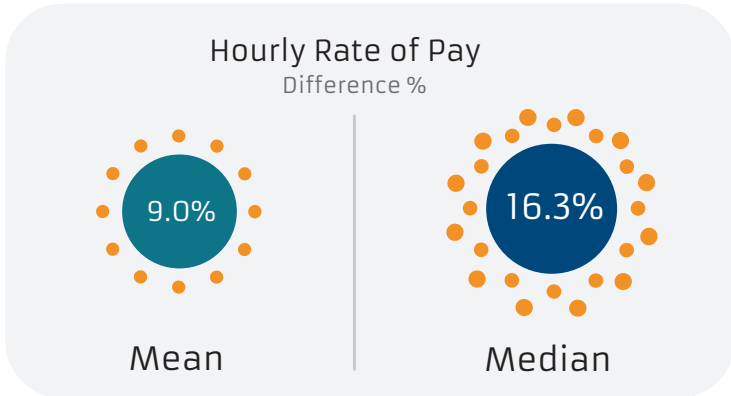


# SSTL Gender Pay Gap Report



We have a mean gender pay gap of 9.0% and a median gender pay of 16.3%, which is lower than the current national median average of 17.9%. 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.



## How we will make a difference:

- Early Careers Programme** – continue to attract and encourage female graduates and apprentices. Our 2018 Early Careers intake includes 11% 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.