



Gender Pay Report 2022

Stelrad Limited
Company number 02263368

Introduction

- Employers with 250 or more employees are required to publish and report specific figures about their gender pay gap each year
- On the statutory snapshot date of 5 April 2022 the number of relevant employees at Stelrad Limited was below the threshold for reporting, however the Company has elected to voluntarily report its gender pay statistics.
- The data for this report is based on April 2022 payroll data.
- The “gender pay gap” is an average figure across all employees regardless of job and is distinct from “equal pay”, which looks at the individual level and is about ensuring that men and women are paid the same for carrying out the same work, or work of equal value.

The Statutory Gender Pay Metrics For Stelrad Limited (“Stelrad”)

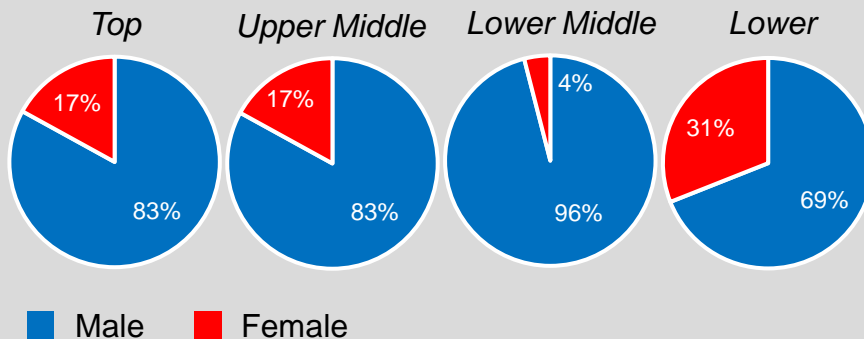
The median gender pay gap at Stelrad is 3.9%

The mean gender bonus gap at Stelrad is -22.2%

The median gender bonus gap at Stelrad is 0.0%

12.0% of men and 12.1% of women received bonus

Pay Quartiles



- The Gender Pay gap trends compared to 2021 are as follows:
 - The mean gender pay gap rose by 0.1% to -1.7% and median gender pay gap rose by 1.1% to 3.9%, meaning that the mean gender pay gap continues to be favourable to women.
 - The mean gender bonus gap reduced by 40.0% from 17.8% last year to -22.2% and the median gender bonus gap is now 0.0%, previously 61.7%.
 - The proportion of men and women receiving a bonus is now comparable.
 - The proportion of women in the top pay quartile decreased by 2% but the proportion of women in the upper middle pay quartile increased by 6%.
 - The proportion of women employed in our business, versus prior year, increased by 0.8% to 17.2%. This relatively low number of female employees is not unusual in the manufacturing industry.
- We continue to recognise that increasing diversity and the number of women in our business is very important to the future success of our organisation and we welcome applications from women.

Leigh Wilcox
Company Secretary
26 October 2022