



Gender Pay Report 2023

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 2023 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 2023 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 mean gender pay gap at Stelrad is 6.1%

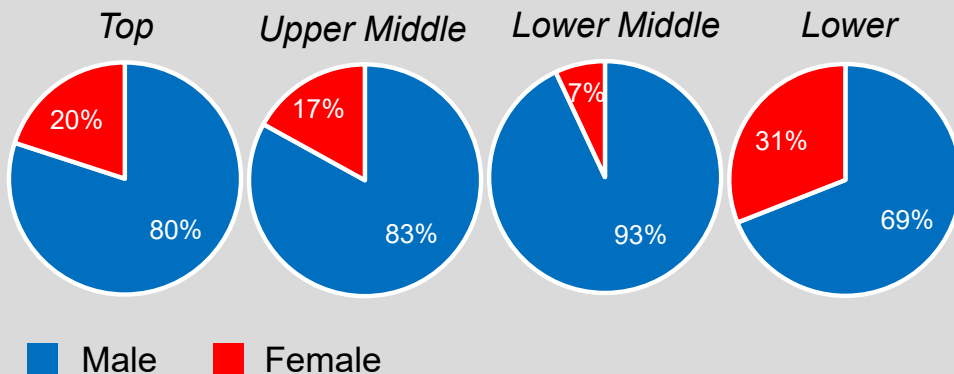
The median gender pay gap at Stelrad is 2.8%

The mean gender bonus gap at Stelrad is 38.4%

The median gender bonus gap at Stelrad is 72.8%

11.4% of men and 14.7% of women received bonus

Pay Quartiles



- The Gender Pay gap trends compared to 2022 are as follows:
 - The mean gender pay gap rose by 7.8ppts to 6.1% but the median gender pay gap improved by 1.1ppts to 2.8%. Both the mean and median gender pay gap are adverse to women.
 - The mean gender bonus gap rose from -22.2% last year to 38.4% and the median gender bonus gap is now 72.8%, previously 0.0%.
 - The proportion of men and women receiving a bonus is now slightly favourable to women.
 - The proportion of women in the top pay quartile increased by 3ppts with the proportion of women in the upper middle pay quartile flat.
 - The proportion of women employed in our business, versus prior year, increased by 1.4ppts to 18.6%. 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
21 November 2023

