



Gender Pay Report 2021

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 2021 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 2021 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 Ltd

The mean gender pay gap at Stelrad is -1.8%

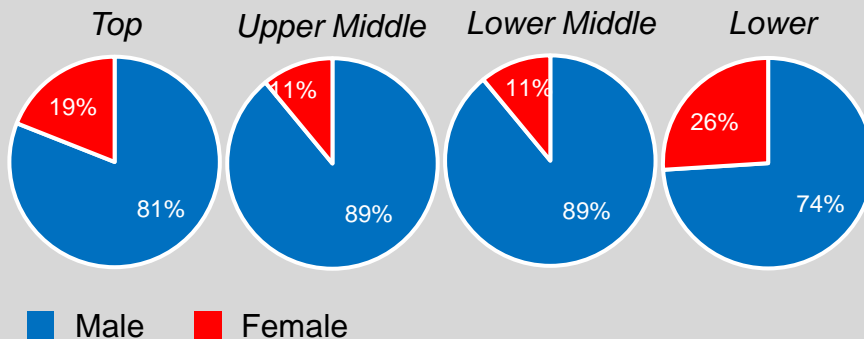
The median gender pay gap at Stelrad is 2.8%

The mean gender bonus gap at Stelrad is 17.8%

The median gender bonus gap at Stelrad is 61.7%

12.7% of men and 16.1% of women received bonus

Pay Quartiles



- The gender pay gap data reported for April 2020 was significantly distorted by the impact of Covid-19 and therefore to facilitate a more accurate comparison of the gender pay gap data it is more appropriate to refer back to April 2019.
- Compared to April 2019:
 - there were reductions in the mean gender pay gap of 12.7% and median gender pay gap of 11.7% and in the case of the mean gender pay gap it is now favourable to women.
 - The mean gender bonus gap reduced by 4% but the median gender bonus gap worsened by a minor 0.1%
 - The percentage of women receiving a bonus increased by 7.5% to 16.1% compared to a reduction in men receiving a bonus of 1.3%.
 - The proportion of women in the top pay quartile increased by 5% and the proportion of women in the upper middle pay quartile increased by 4%.
- 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 therefore welcome applications from women seeking to develop a long lasting career in manufacturing industry

Leigh Wilcox
Company Secretary
xx December 2021