

Human Resources

Gender Pay Gap Reporting 2025

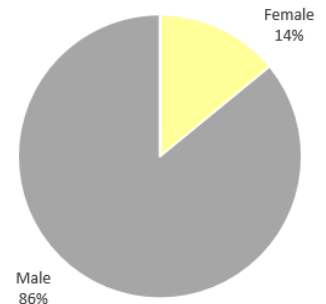
Introduction

The following reporting has been based on a snapshot of employees who were employed as at 5th April 2024.

Hourly pay data was supplied for all employees on that date with male and female indicated.

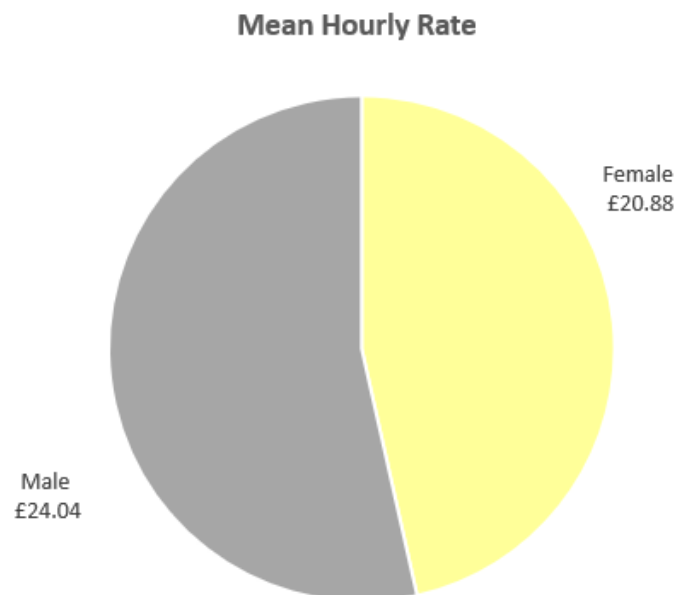
On 5th April 2024 SSI Schaefer employed 261 employees:

- Male 225 employees 86%
- Female 36 employees 14%



Mean Salary

A calculation has been done for the mean hourly rate expressed as a percentage of female earnings against male earnings.



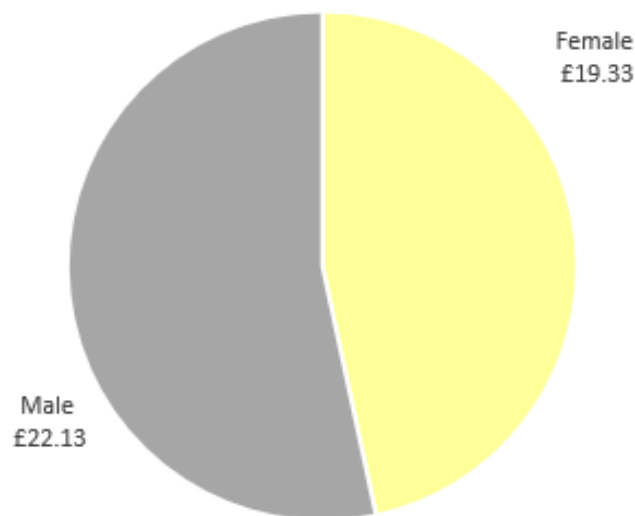
This shows that the gender pay gap for women in the business is **13.14%** according to the government calculation method.

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime).

Median Salary

A calculation has been done for the median hourly rate expressed as a percentage of female earnings against male earnings.

Median Hourly Rate



This shows that the median salary for women is **12.98%** of the median male salary.

The comparison for the UK as a whole in 2024 was that the median gender pay gap was **14.3%** for all employees and **7.7%** among full-time employees. It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.

Quartile Figures

The table below shows the proportion of male and female employees who were in the lower, lower middle, upper middle and upper salary quartile bands based on hourly rates.

	Male	Female
Upper Quartile	79%	21%
Upper Middle Quartile	82%	18%
Lower Middle Quartile	94%	6%
Lower Quartile	89%	11%

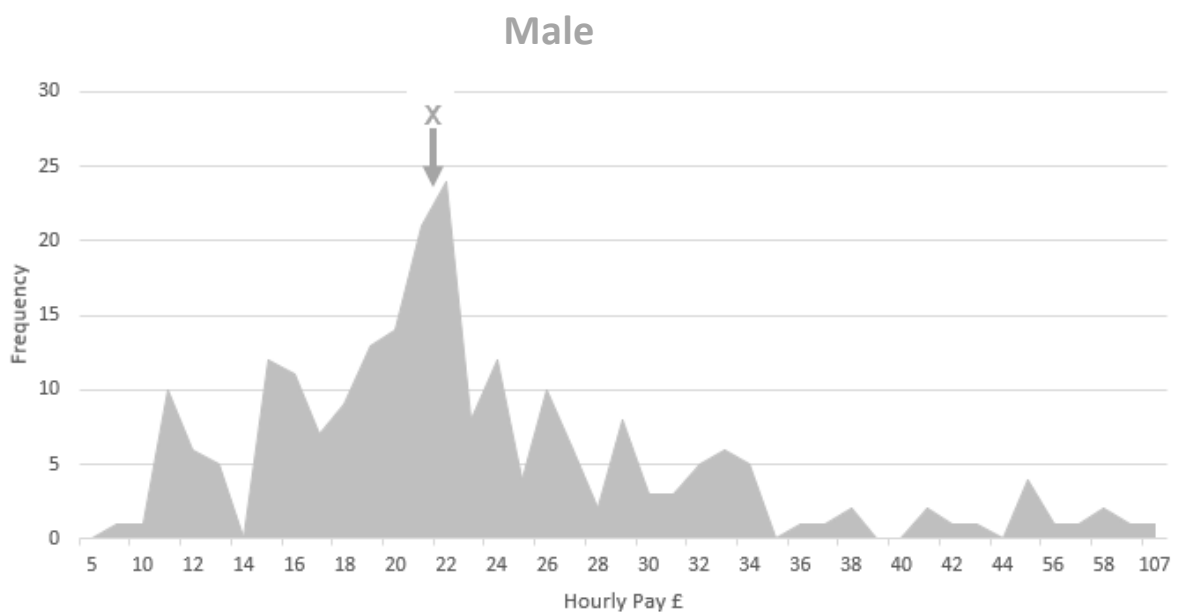
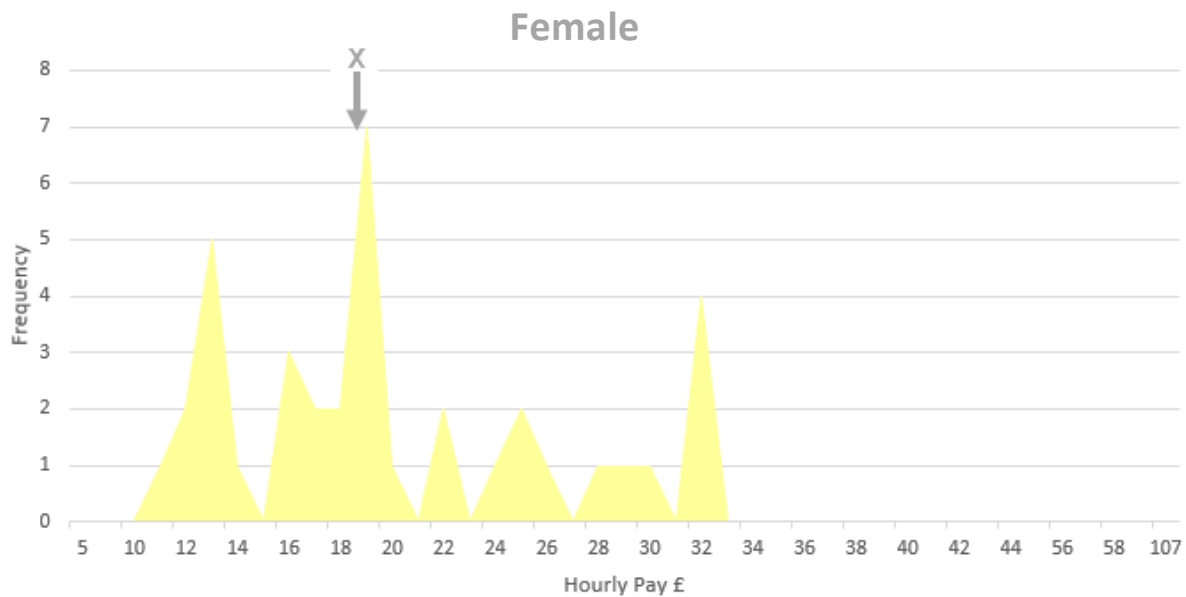
Distribution of Hourly Pay

The two graphs below are not required for the Gender Pay Gap Reporting exercise but show an interesting picture of the spread of hourly pay for men and women. The X shows the mean hourly rate point on each graph.

The interesting point is that the female hourly rates are focussed in the lower hourly rate bands compared to the chart for male salaries where there is a more even distribution.

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Commentary

1. Since the company's workforce only comprises of 14% female employees, the data on mean, median and quartile figures is not surprising.
2. SSI Schaefer is an engineering-based company and traditionally more men than women have moved into careers in engineering and automation.
3. Although engineering and resident maintenance roles do take up 60% of our job roles, many other roles that are available do require knowledge of the automation and engineering sector. However, the company does have roles which do not require an engineering qualification/background.
4. Roles within SSI Schaefer are benchmarked and those who are within the same role with the same responsibilities are on the same salary no matter their gender or other diversities.

5. We have rolled out diversity and inclusion training across all departments within the business.
6. We have improved flexibility in the workplace with hybrid working and working from home contracts to be more inclusive.
7. An increase of female representatives within the senior leadership board from one to three.

Action Plan

1. The company commits to increasing the gender split of the senior team further.
2. To carry out an internal analysis of the statistics to see if there are any clear, internal factors which are contributing to gender pay disparity.
3. Further analysis to consider whether there are any particular parts of the business with fewer female employees and why that might be.
4. Review recruitment processes to establish if they are gender neutral.
5. Introduce diversity targets for selection and assessment panels.
6. Enhance workplace flexibility further for all employees including those in senior positions.
7. Consider methods to increase the uptake of Shared Parental Leave amongst employees.