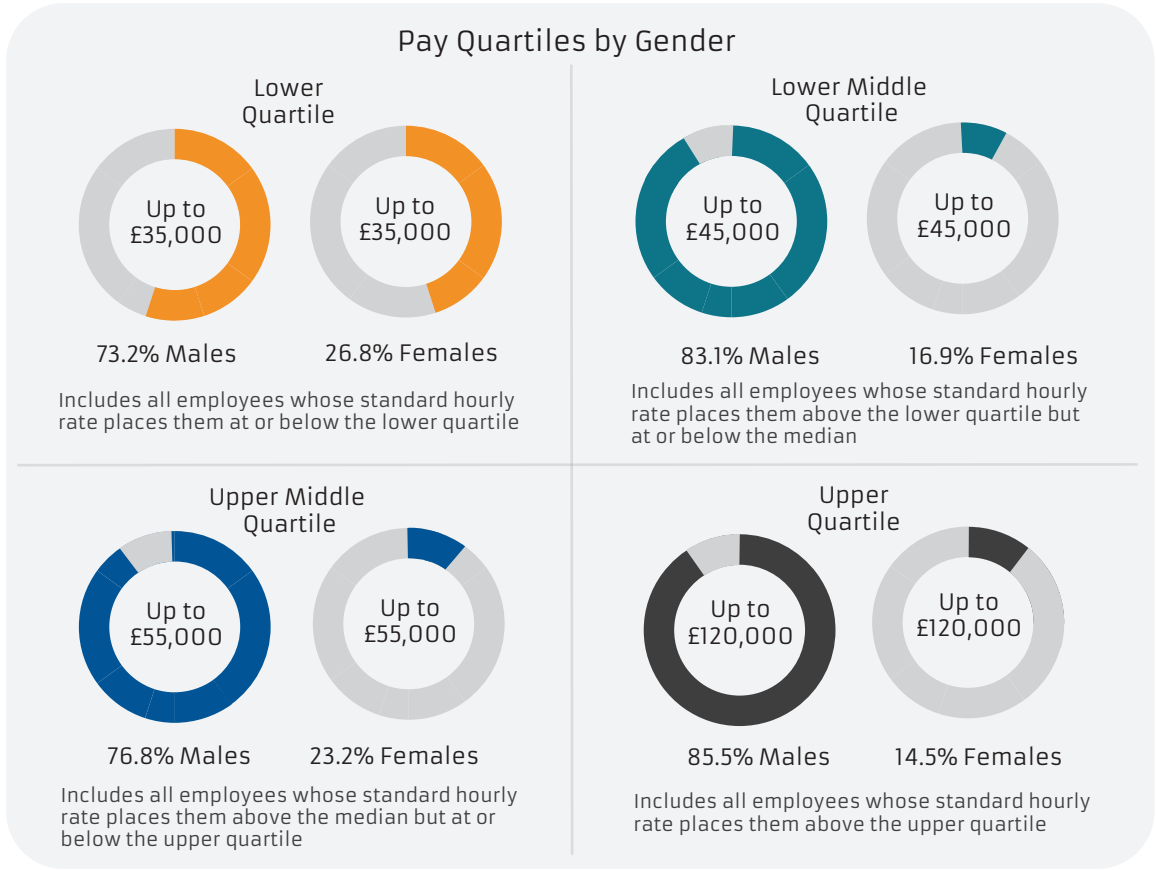
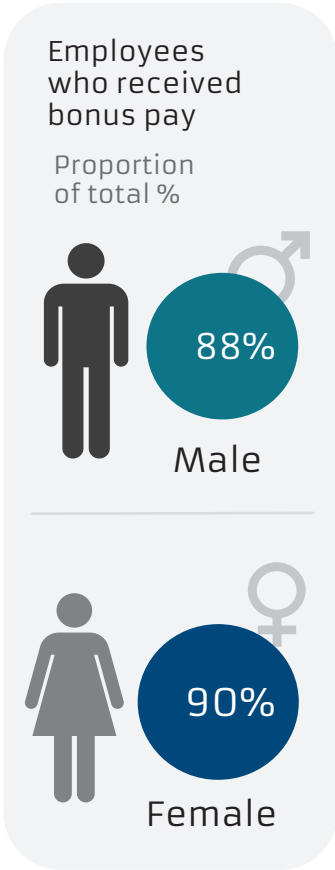
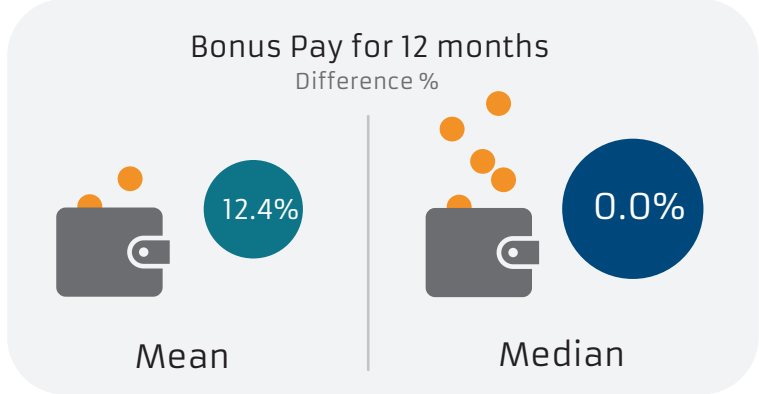
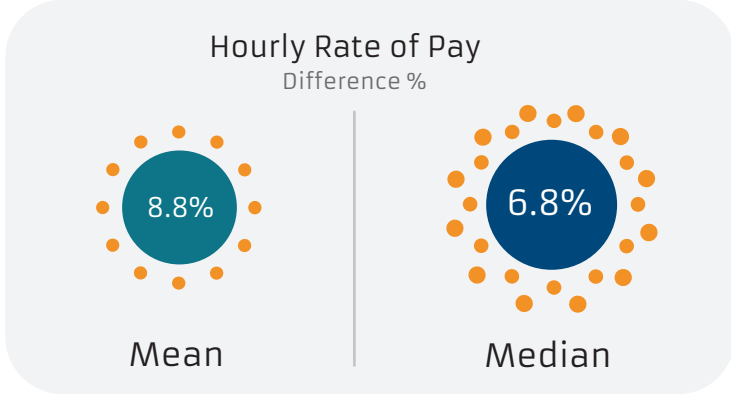


SSTL Gender Pay Gap Report



2024 has seen a decrease in the pay gap between men and women, with the mean gender pay gap coming down to 8.3% and median gender pay gap remaining at 6.8%. This is lower than our gender pay gap from the previous year (2023 was 9.9%) and is still lower than the current national median average for all employees, which stands at 13.1% for 2023. While the majority of the SSTL population work in specialist engineering roles and are typically dominated by men, our recruiting efforts have been focused in bringing more female salary levels in line and paving the way for the future.

79% of our workforce are male compared to 21% female. During this period, 20% of the Senior Leadership Team and 28% of new recruits are female.



How we will make a difference:

- Early Careers Programme** – continue to attract and encourage female graduates and apprentices which will in turn help to boost woman in our talent pipeline. We currently have 30% females in our early careers programme.
- STEM Activities** - continue to inspire female students through STEM activities with local schools and communities and events, and through our on-site open days.
- Flexible working** – continue to support female employees through our enhanced family leave policies and provide a wide range of flexible working practices to enable employees to achieve their ideal work-life balance.
- Other Initiatives** - SSTL participates in the Women in Defence Mentoring Programme. The scheme pairs industry with representatives from MOD and vice-versa, and SSTL has female mentors and mentees as part of the programme. Continue to champion females to be externally recognised through industry Awards and provide opportunities to network.

This is our report for snapshot date: 5th April 2024
I can confirm that the data published in this report is accurate.

Andrew Cawthorne
Managing Director