

SSTL Gender Pay Gap Report

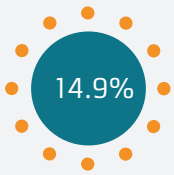


2025 has seen an increase in the pay gap between men and women, with the mean gender pay gap increasing to 14.9% and median gender pay gap increasing to 10.9%. This is higher than our gender pay gap from the previous year (2024 was 8.3%) and is slightly higher than the current national median average for all employees, which stands at 13.1% for April 2024. 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. The increase is partly due to a change in our Executive team where the male to female ratio reduced in this year.

80% of our workforce are male compared to 20% female. For part of this period, 20% of the Executive Team are female. During this period 25% of new recruits are female.

Hourly Rate of Pay

Difference %



Mean



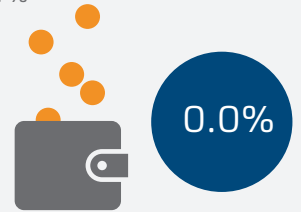
Median

Bonus Pay for 12 months

Difference %



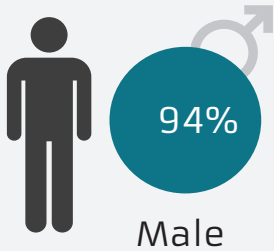
Mean



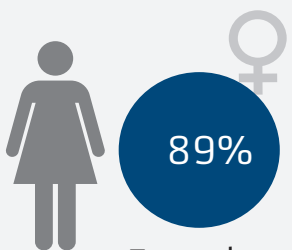
Median

Employees who received bonus pay

Proportion of total %



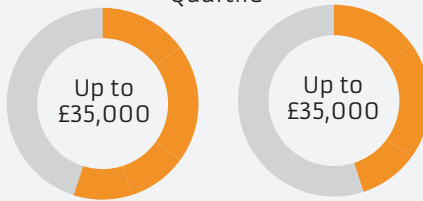
Male



Female

Pay Quartiles by Gender

Lower Quartile

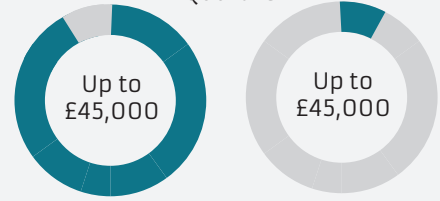


70.2% Males

29.8% Females

Includes all employees whose standard hourly rate places them at or below the lower quartile

Lower Middle Quartile

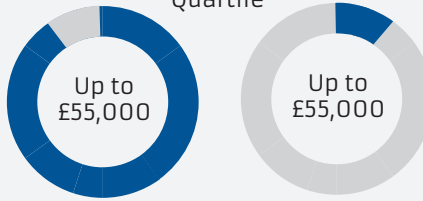


82.4% Males

17.6% Females

Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median

Upper Middle Quartile

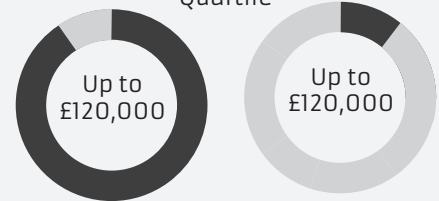


82.4% Males

17.6% Females

Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile

Upper Quartile



83.5% Males

16.5% Females

Includes all employees whose standard hourly rate places them above the upper quartile

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.
- **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 2025
I can confirm that the data published in this report is accurate.

Andrew Cawthorne

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Managing Director