



STOELZLE GLASS GROUP

Stoelzle Flaconnage Ltd. Gender Pay Gap Report 2023

All companies in the UK employing over 250 people are legally required to report annually on their gender pay gap, and, as a business, Stoelzle Flaconnage has reported this since April 2017.

The gender pay gap is the difference in mean and median pay between all men and all women in an organisation, regardless of their role.

As part of our strategic aim to become an employer of choice, we are committed to developing a working environment that is fair and inclusive, so colleagues can feel safe, proud, valued, and empowered to contribute to our business. We are determined to ensure that we extend the same openness to all our customers, suppliers, business partners, and the local community in which we operate.

Gender pay gap & equal pay

The terms 'gender pay gap' & 'equal pay' are often used interchangeably but have different meanings:

- **Gender Pay Gap:** This is the difference between the overall pay for all women & all men in an organisation, across all roles & seniority levels.
- **Equal Pay:** The Equal Pay principle, set out in the Equality Act 2010, is that men & women performing equal pay, unless there is a material reason (not linked to gender) that justifies a difference.

Mean & Median (used for pay & bonus)

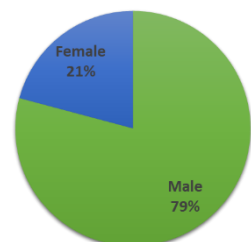
- **Mean** is the average pay value (calculated by adding together all pay/bonus values & dividing by the number of employees).
- **Median** is the middle pay value if you lined up the pay/bonus values from high to low (or vice versa).

Proportion receiving a bonus

The percentage of employees of each gender who received any amount of bonus pay.

Proportion in each pay quartile

Similar to the median, the pay values are lined up from the highest to the lowest paid & then split into four equal parts (quartiles).



The Gender Balance at STF



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The Pay Gap Explained

We are a manufacturing business which operates a shift based system, it can often be difficult to attract female workers (given the nature of the work and the working environment).

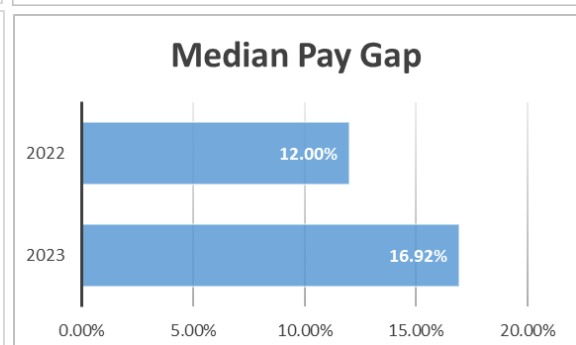
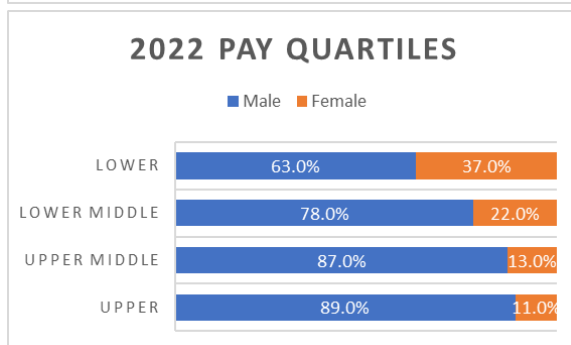
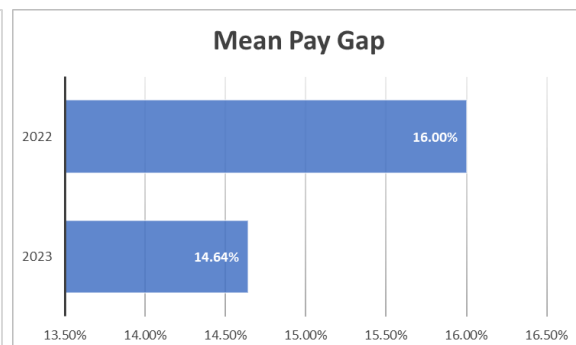
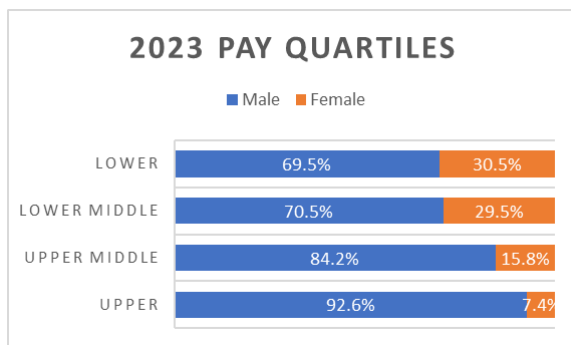
Our female population of employees has increased between 2022 and 2023 and therefore has driven an increase in the two middle quartiles and decreased in the lower quartile.

84% of our workforce is manufacturing based, with 18% of those being female employees.

Men and women are paid equally for doing equivalent jobs across our business in accordance with distinct pay structures, but employing more male employees can dominate or distort some of our reporting figures.

Therefore, the gender pay gap is the result of roles in which men and women work in our organisation and the salaries that these roles attract (this does not stem from paying men and women differently for the same or equivalent work).

Our Mean Pay Gap has decreased by 1.36% from 2022 to 2023. However, our Median Pay Gap has increased by 4.92% between the same years.

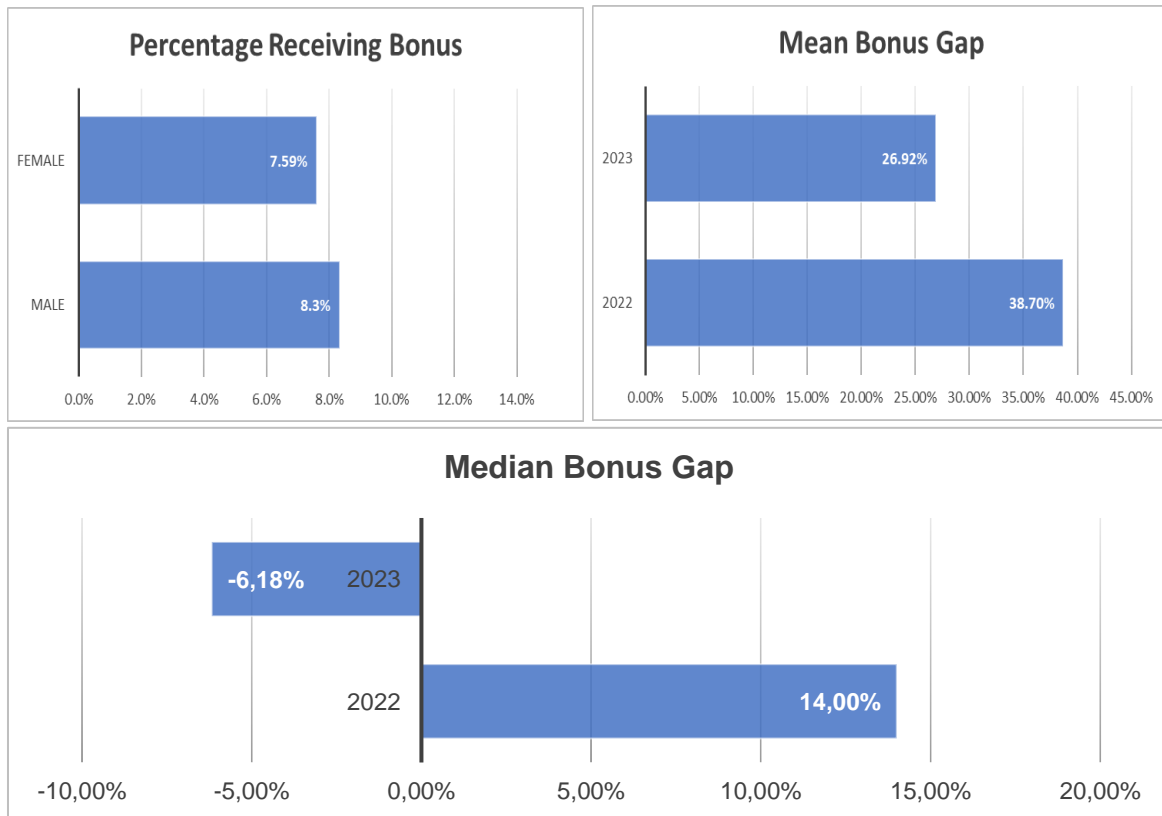




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The Bonus Gap Explained

We have a higher number of male employees in more senior roles within our business that receive a payable bonus. We would therefore over the coming years look to increase the female population in senior management through succession planning. We currently have 7.59% of our female employees that received a bonus in the 12 months prior to 05 April 2023 and 8.3% of male employees.



Our Mean Bonus gap has decreased from 38.7% to 26.92% between 2022 & 2023, therefore seeing a reduction of 11.77% of the mean bonus paid to male employees and female employees.

Our Median bonus gap has decreased from 14% in 2022 to -6.18% in favour of female employees in 2023. Therefore, the median bonus was higher for females in April 2023.