



STOELZLE GLASS GROUP

Stoelzle Flaconnage Ltd. Gender Pay Gap Report 2024

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)

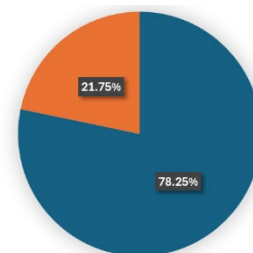
- Mean is the average pay value (calculated by adding together all pay/bonus values & dividing by the number of employees).
- Median is the middle pay value if you lined up the pay/bonus values from high to low (or vice versa).

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 2023 and 2024 and therefore has driven an increase in the upper & upper middle quartiles and decreased in the lower middle quartile but an increase in the lower quartile.

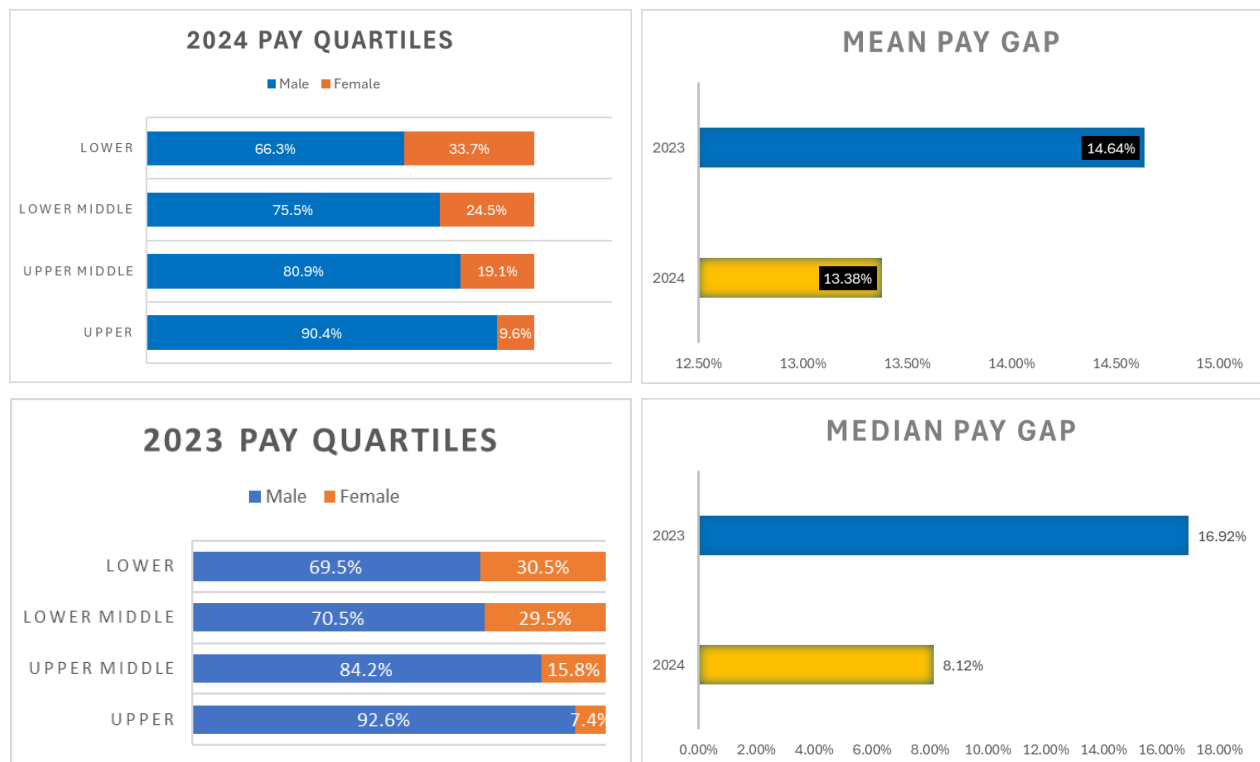
89% of our workforce is manufacturing based, with 19.8% of those being female employees, an increase of 18% in 2023.

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 1.26% from 2023 to 2024.

Our Median Pay Gap has decreased by 8.8% from 2023 to 2024





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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 7.32% of our female employees that received a bonus in the 12 months prior to 05 April 2024 and 8.1% of male employees. This is a slight decrease in both areas from 2023 to 2024.

Our Mean Bonus gap has increased from 26.92% to 49.63% between 2023 & 2024, therefore seeing an increase of 22.71% of the mean bonus paid to male employees and female employees. This is due to female employees that are entitled to a bonus having recently joined the business.

Our Median bonus gap has increased from -6.18% in 2023 to 33.04% in 2024. Due to a higher population of males that receive a bonus to females, and females that recently joined the business.

