

# Stearn Electric Company Limited

## Gender Pay Gap Reporting 2018



## Gender make-up of our company

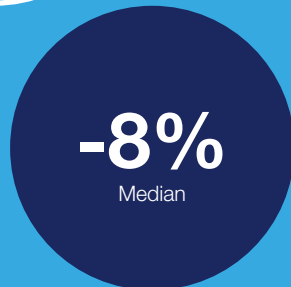
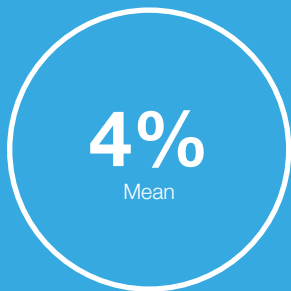
# Male Female

70%

30%

### Gender Pay Gap

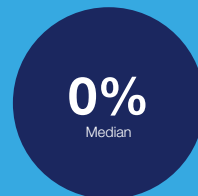
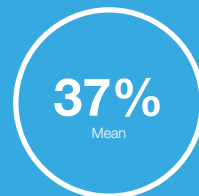
difference in hourly rate of pay



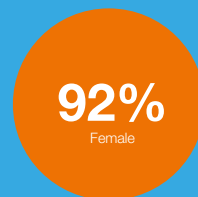
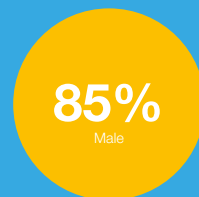
### Gender Bonus Pay Gap

difference in bonus pay

Difference in bonus pay



Proportion of men & women receiving a bonus payment



### Pay Banding

proportion of men and women in each pay quartile

Upper quartile

76%  
Male

24%  
Female

Upper middle quartile

59%  
Male

41%  
Female

Lower middle quartile

67%  
Male

33%  
Female

Lower quartile

82%  
Male

18%  
Female

### Remarks

The company's overall workforce profile has a higher number of male than female members, which is typical within the industry. The company has been and remains committed to ensuring that all employees are treated equally at work, with access to the same opportunities for career development, reward and recognition regardless of gender.

I confirm the data reported is accurate and in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Leo Yu**  
Finance Director