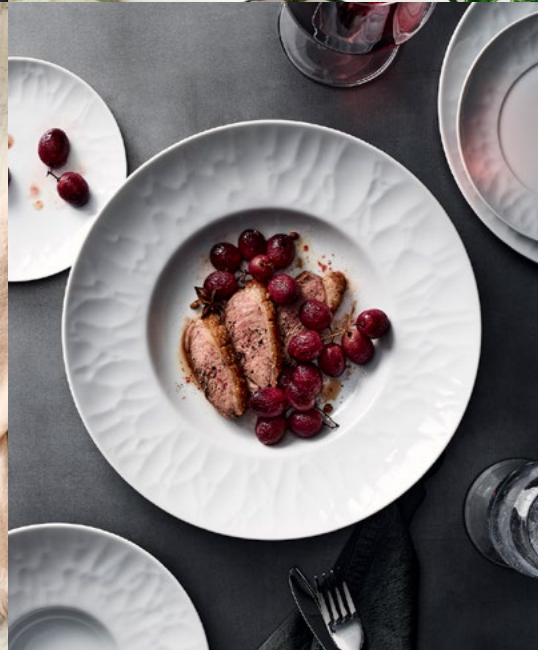


# 2022 GENDER PAY GAP REPORT





# 2022 GENDER PAY GAP REPORT



Steelite International is the largest ceramic tableware manufacturer remaining in the City of Stoke-on-Trent and one of its largest manufacturing employers. Our ceramic manufacturing roots can be traced back for over 100 years to our current site. We continue to deliver success through our market leading innovation, manufacturing excellence and trading relationships which mean Steelite branded products are served off in over 140 countries across the globe. We could not achieve this without our people who are our greatest asset. We believe it is important for all companies to be transparent about pay, and by doing this, progress will be made in bridging the pay gap that exists in the UK today. After over two years of great uncertainty due to the Covid-19 pandemic and gas price increases, we can now look forward to the future with a lot more certainty.

The national gender pay gap for full time employees showed a median position of 8.3% for the year ending April 2022\*.

For 2022 Steelite International's median gender pay gap was 12.42%, above the national average of 8.3%.

As a business we continually strive to improve and will continue to monitor our gender pay to ensure best practice is delivered. We continue to reward and promote staff according to the role they perform, irrespective of their gender. We will continue to ensure our pay rates reflect market data and role performance wherever possible. We will continue to recruit the best people for our business to ensure we are able to continue to deliver on our successful track record.

I would like to take this opportunity to thank all our employees who have contributed to the business during 2022.

Jon Cameron  
Group Finance Director  
Steelite International Limited

\* Source: ONS

# 2022 GENDER PAY GAP REPORT



## GENDER PAY STATISTICS

Measure	2022	2021	2020	2019	2018
Mean Gender Pay Gap	12.42%	(15.30%)	6.94%	8.29%	7.47%
Median Gender Pay Gap	5.24%	8.33%	5.13%	5.25%	3.44%
Mean Bonus Gender Pay Gap	15.65%	35.65%	5.28%	(40.86%)	28.05%
Median Bonus Gender Pay Gap	0.00%	5.40%	0.00%	0.00%	0.00%

## DIFFERENCE IN BONUS PAYMENT

In 2022:



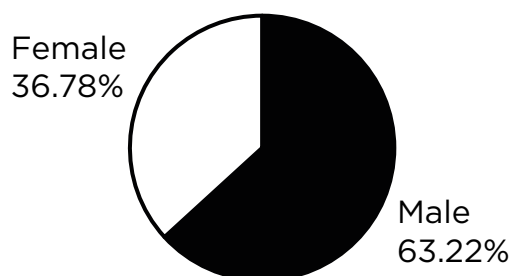
**10.36%**  
of women  
received a  
bonus



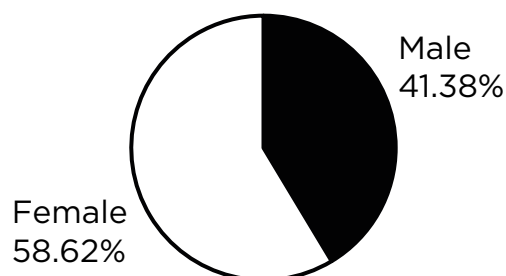
**16.98%**  
of men  
received a  
bonus

## QUARTILE RANGES (percentage of gender according to salary brackets)

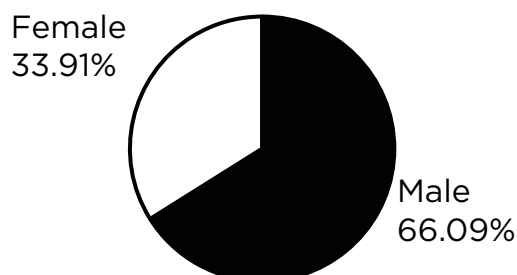
### Lower Quartile



### Lower Middle Quartile



### Upper Middle Quartile



### Upper Quartile

