

**steelite**  
INTERNATIONAL

# 2018 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 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.

Over 10,000\* organisations submitted gender pay gap statistics for 2017. In the manufacturing sector 81.3%\* of employers reported paying men more. However, only 16.9%\* of 213 manufacturing employers who paid a bonus stated they had no median bonus pay gap.

Mean hourly pay gap distribution averaged 13.3%\* with median hourly gap distribution averaging 10.3%\*. Against both measures Steelite International's gender pay gap was well below average.

I am pleased to report that for 2018 Steelite International continued to report mean and medium gender pay gap below the 2017/18 average for manufacturing companies. Whilst our median gender pay gap unfortunately increased from 2.38% to 3.44%, our mean gender pay gap reduced from 7.61% to 7.47%. We also report a sharp decline in our mean bonus gender pay gap from 43.65% to 28.05%. Only 213\* out of 1,358\* manufacturing paid a bonus in 2017/18 with only 36\* reporting no median bonus pay gap. For 2018/19 over 93.7% of our female employees, and 89.7% of our male employees qualified for a bonus payment with no median bonus gender pay gap.

As a business we continually strive to improve and will continue to monitor our gender pay to ensure best practice is delivered. We will 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 ongoing success of the business.

Jon Cameron  
Group Finance Director  
Steelite International Limited



## GENDER PAY STATISTICS

Measure	2018	2017
Mean Gender Pay Gap	7.47%	7.61%
Median Gender Pay Gap	3.44%	2.38%
Mean Bonus Gender Pay Gap	28.05%	43.65%
Median Bonus Gender Pay Gap	0.00%	0.00%

## DIFFERENCE IN BONUS PAYMENT

In 2018:



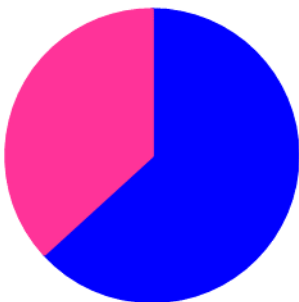
**93.7%**  
of women  
received a  
bonus



**89.7%**  
of men  
received a  
bonus

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

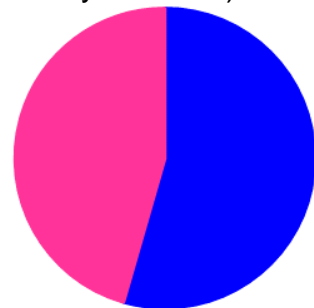
Female  
36.77%



Male  
63.23%

Lower Quartile

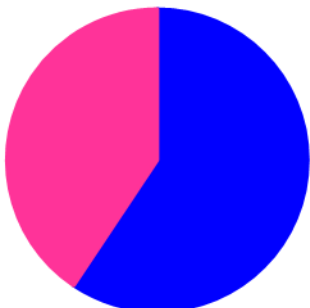
Female  
45.54%



Male  
54.46%

Lower Middle Quartile

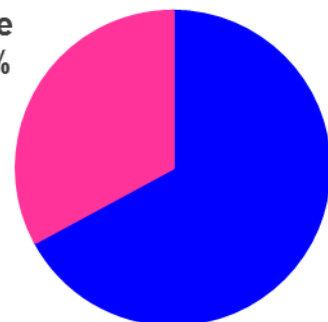
Female  
40.63%



Male  
59.38%

Upper Middle Quartile

Female  
32.88%



Male  
67.12%

Upper Quartile