



2021 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.

The national gender pay gap for full time employees showed a median position of 7.9% for the year ending April 2021*.

For 2021 Steelite International's median gender pay gap was (15.3%). On average, female workers were paid 15.3% higher than their male counterparts. However, the results for 2021 should be viewed with some caution. 2021 was a year of ongoing disruption and change. The global hospitality industry and travel was still significantly limited in the early part of 2021. As countries removed restrictions and travel was reopened we experienced higher than expected demand for our products. To meet demand we have had to increase recruitment and training in certain areas which have impacted on the reported results. We expect the gender pay statistics to balance out in 2022.

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 business during a very difficult 2020 and 2021.

Jon Cameron
Group Finance Director
Steelite International Limited



GENDER PAY STATISTICS

Measure	2021	2020	2019	2018	2017
Mean Gender Pay Gap	(15.30)%	6.94%	8.29%	7.47%	7.61%
Median Gender Pay Gap	8.33%	5.13%	5.25%	3.44%	2.38%
Mean Bonus Gender Pay Gap	35.65%	5.28%	(40.86%)	28.05%	43.65%
Median Bonus Gender Pay Gap	5.40%	0.00%	0.00%	0.00%	0.00%

DIFFERENCE IN BONUS PAYMENT

In 2021:

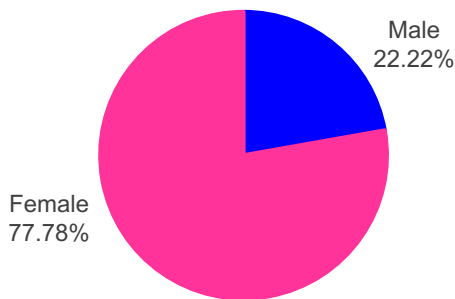


3.90%
of women
received a
bonus

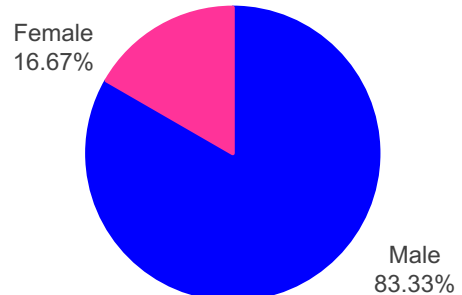


4.00%
of men
received a
bonus

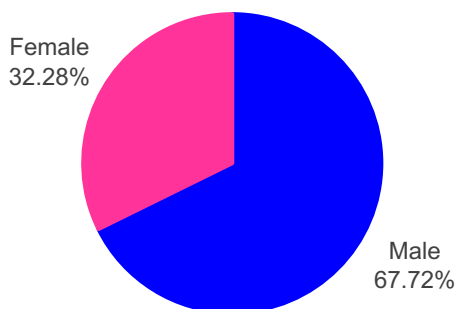
QUARTILE RANGES (percentage of gender according to salary brackets)



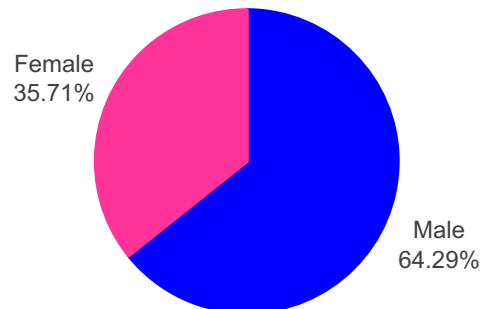
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile