



# Gender Pay Report 2024

Stelrad Limited  
Company number **02263368**

# Introduction

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- Employers with 250 or more employees are required to publish and report specific figures about their gender pay gap each year
- On the statutory snapshot date of 5 April 2024 the number of relevant employees at Stelrad Limited was below the threshold for reporting, however the Company has elected to voluntarily report its gender pay statistics.
- The data for this report is based on April 2024 payroll data.
- The “gender pay gap” is an average figure across all employees regardless of job and is distinct from “equal pay”, which looks at the individual level and is about ensuring that men and women are paid the same for carrying out the same work, or work of equal value.

# The Statutory Gender Pay Metrics For Stelrad Limited (“Stelrad”)

The mean gender pay gap at Stelrad is 5.0%

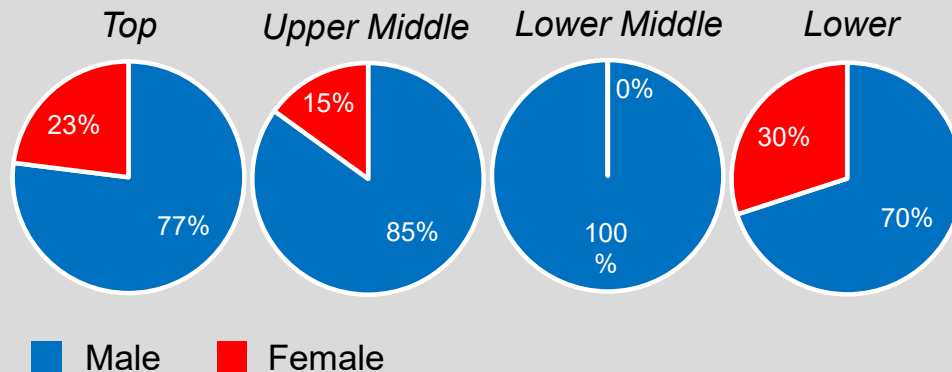
The median gender pay gap at Stelrad is -1.4%

The mean gender bonus gap at Stelrad is 48.8%

The median gender bonus gap at Stelrad is 51.5%

9.8% of men and 11.1% of women received bonus

## Pay Quartiles



- The Gender Pay gap trends compared to 2023 are as follows:
  - The mean gender pay gap improved by 1.1ppts to 5.0% and the median gender pay gap also improved by 4.2ppts to -1.4%.
  - The mean gender bonus gap rose from 38.4% last year to 48.8% but the median gender bonus gap improved to 51.5%, previously 72.8%.
  - The proportion of men and women receiving a bonus remains slightly favourable to women.
  - The proportion of women in the top pay quartile increased by 3ppts.
  - The proportion of women employed in our business, versus prior year, decreased by 1.7ppts to 16.9%. This relatively low number of female employees is not unusual in the manufacturing industry.
  - The relatively small number of employees in the sample size (<200) combined with the proportion of women employed contributes towards the outcomes in the gender pay metrics.
- We continue to recognise that increasing diversity and the number of women in our business is very important to the future success of our organisation and we welcome applications from women.

Leigh Wilcox  
Director  
23 October 2024