

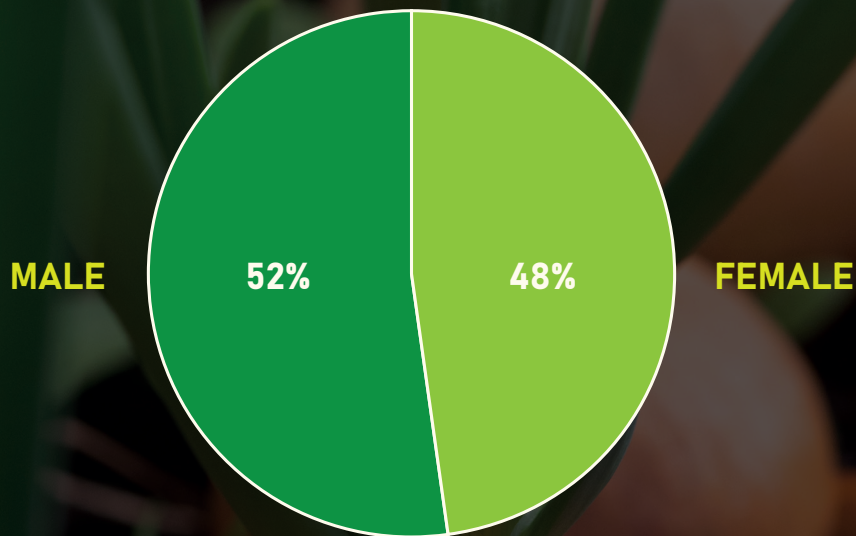
# GENDER PAY GAP REPORT

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce.

From 2017, an employer who has a headcount of 250 or more on the 'snapshot date' must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot date'.

The snapshot date used in this report is 5th April 2025. This is the date all private companies must use.

**AT THIS DATE, STOURGARDEN LTD EMPLOYED 379 PEOPLE:  
182 WOMEN AND 197 MEN.**



## At Stourgarden:

We pay above living wage, regardless of age.

We pay the same hourly rate to men and women doing the same job & give men and women equal opportunities to earn bonuses, and equal opportunities to progress within the company.

Many senior management and supervisory roles are held by women.

**Stourgarden.**

# GENDER PAY GAP REPORT

## GENDER PAY GAP REPORTING RESULTS SUMMARY

	Snapshot date
	5.4.25

### The % of men and women in each hourly pay quarter

Lower Hourly Pay Quarter	F	62.1%
	M	37.9%

Lower Middle Hourly Pay Quarter	F	52.8%
	M	47.2%

Upper Middle Hourly Pay Quarter	F	48.9%
	M	51.1%

Upper Hourly Pay Quarter	F	28.1%
	M	71.9%

Employees are listed in order of hourly pay, from the lowest pay to the highest.

This list is divided into 4 Quarters.

# GENDER PAY GAP REPORT

## GENDER PAY GAP REPORTING RESULTS SUMMARY

	Snapshot date	
	5.4.25	
The mean (average) gender pay gap using hourly pay	4.3%	For every £1 a man earns , a woman earns 96p.
The median gender pay gap using hourly pay	11.1%	For every £1 a man earns, a woman earns 89p.

### The % of men and women receiving bonus pay

	F	94%	-
	M	91.4%	-
The mean (average) gender pay gap using bonus pay		-12.2%	When using the mean, women receive 12.2% more bonus pay than men.
			For every £1 a woman receives in bonus, a man receives 88p.
The median gender pay gap using bonus pay		4%	When using the median, men receive 4% more bonus pay than women.
			For every £1 a man receives in bonus pay, a woman receives 96p.

The mean is calculated by adding up all the pay for the period & dividing it by the number of staff, it is the average pay per person.

The median is calculated by listing all the rates of pay in order from lowest to highest and finding the mid (halfway) point.

The calculations above show the % difference in the mean and median between men and women.

# GENDER PAY GAP REPORT

**Stourgarden Ltd is committed to reducing the gender pay gap wherever possible.**

Pay increases were paid in the same way as last year - instead of a fixed %, the same fixed amount was added to everybody's hourly rate, in this way the lower pay rates received a bigger % increase than higher pay rates.

However, due to the nature of our business, many of the roles in the company are line operatives which are at the lowest end of the payscale. Almost 40% of the employees included in these figures are on the lowest pay rate and of these employees, almost two thirds are female.

The published information is correct.

**Signed By:**

**Julie Litherland**

Finance Manager & Company Secretary

**George Rix**

Managing Director

**Stourgarden.**