

Gender Pay Gap Report 2022



“Promoting inclusiveness and Diversity within
a global company culture”

Gender Pay Gap Reporting - Overview

The gender pay gap legislation requires all companies with over 250 employees to report their data against six key measures:

- Mean hourly gender pay gap
- Median hourly gender pay gap
- Mean gender bonus gap
- Median gender bonus gap
- Proportion of male and female employees who receive a bonus
- Proportion of male and female employees in quartile pay bands

Equal pay is different to the Gender Pay Gap – it is important to understand the difference

Gender Pay Gap

The gender pay gap is the percentage difference between men's and women's median hourly earnings, across all jobs in the UK; it is not a measure of the difference in pay between men and women for doing the same job.

Equal Pay

Equal pay means that men and women performing equal work should receive equal pay – this is a legal requirement.

Whilst we remain confident that men and women are paid equally for doing the same job, the greater proportion of men than women in senior roles creates a gender pay gap.

We are working very hard to address the imbalance of our figures through inclusive and diverse recruitment, including diverse shortlists, mixed interview panels, offering flexible working, providing continuous unconscious-bias training.

By attracting more women to the industry and into senior roles we will benefit from greater diversity and a wider talent pool, which will improve diverse performance.

Embracing diversity and inclusion is one of our key principles and will help to drive our culture and reaffirms our commitment to improve on issues like gender pay and gender equality.

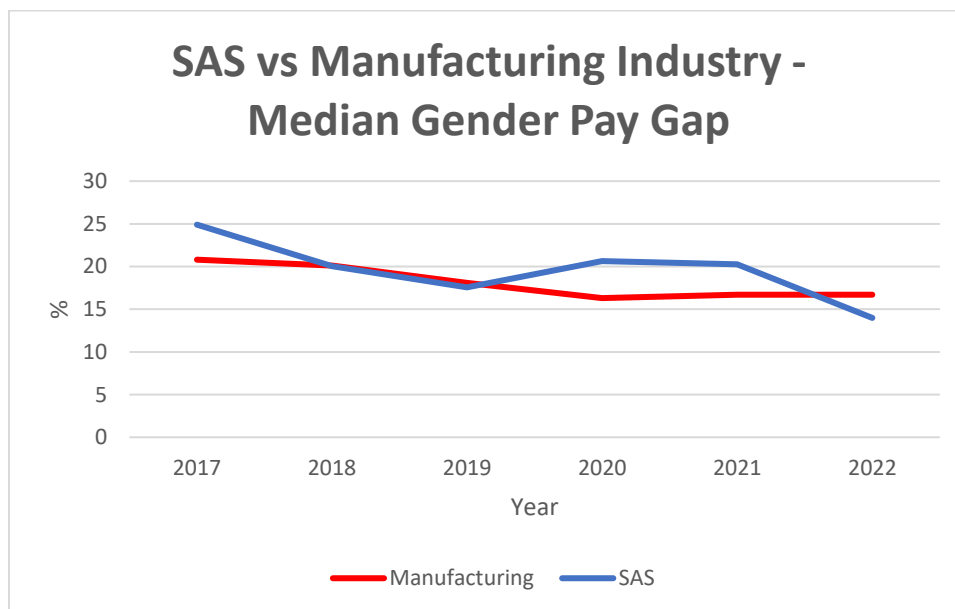
Gender Pay Gap – SAS Approach

How does SAS compare to other organisation's?

Most organisation's have a gender pay gap of some degree. The median gender pay gap for the whole economy (according to the updated November 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures is 14.9%.

The median pay gap for full time workers in the UK is 8.3% (ONS), and in the manufacturing industry this figure is 16.7% (compared to 16.3% last year). SAS median pay gap is 13.98%

SAS International has improved by 6.27% compared to the previous year.

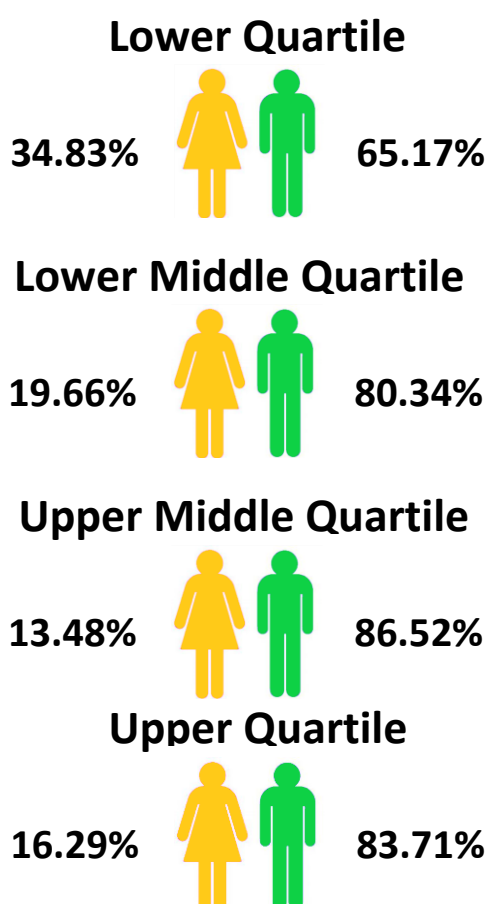


Statutory Disclosure

	2021	2022	% Change
Mean Gender Pay Gap	14.57%	10.76%	3.81%
Mean - The average pay of men in SAS is 10.75% higher than the average pay of women across all jobs			

	2021	2022	% Change
Median Gender Pay Gap	20.25%	13.98%	6.27%
Median - The middle value of pay (all rates in order - taking the middle value of men and the middle value of women) is 13.98% higher for men than it is for women			

Proportion of Males and Females in each Quartile



SAS International Employees
712 Employees across 4
locations with the UK

The images to the left display
the breakdown of all these
employees into the 4 quartile
groups.

Any Employee who did not
receive full pay for the period,
i.e Maternity , Sick Pay etc, has
been removed from the
percentile calculations.

Each quartile is calculated by
ordering the hourly rates of pay
for each employee from lowest
to highest and then splitting the
list into 4 equal groups.

The percentage is then
calculated based on the number
of male and female employees
in each group.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) regulations 2017

Statutory Disclosure - cont'd

	<u>Bonus Payments</u>		
	2021	2022	% Change
Mean Bonus Pay Gap	0%	0%	0%
There were no bonuses paid in 2021/2022			
	2021	2022	% Change
Median Bonus Pay Gap	48.88%	0%	48.88%
There were no bonuses paid in 2021/2022			

As a business we recognise that we have a long way to go despite seeing substantial improvements over the last year. We need to continue to be proactive and execute a long-term strategy to close the gender pay gap.

We almost certainly need more women in senior roles and whilst this will not happen overnight we are committed to improving this by recruiting, hiring, training, and promoting women at all levels.

We are implementing schemes to support women's progression to provide opportunities that will help close the gender pay gap and can ensure that SAS is ahead of its competitors in retaining talented staff and achieving a more balanced workforce.



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