

Stadco UK Gender Pay Gap Reporting

Gender Pay Gap - The results reported April 2022

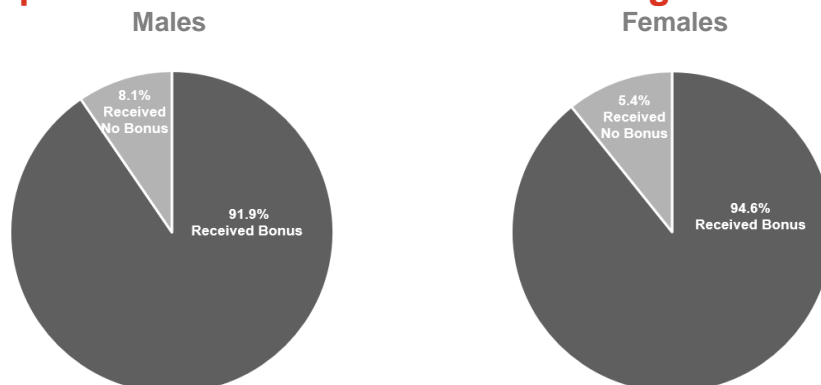
Stadco are a leading international supplier of stampings and assemblies to the automotive industry. We have two sites in the UK and one site in Germany; for the purpose of the following report, our results are based on our UK operation. Our results presented below are based on data as at 5th April 2021. The gender pay gap is a measure of the difference between men's and women's average earnings across our business; it is not a measure of equal pay.

Our headcount split at that point in time was 88% male against 12% female. This is reflective of the industry and sector in which we operate.

This table illustrates the median (middle) and mean (average) gender pay and bonus gap based on hourly rates of pay (male compared to female).

Pay	Median	Mean
Hourly Pay	-3.8%	-0.2%
Bonus Pay	-17.9%	-1.1%

The proportion of men and women receiving a bonus payment



A higher proportion of females received a bonus compared to males.

The proportion of men and women in each quartile band

This table illustrates the proportion of males and females in each quartile band. This is again indicative of our majority male workforce.

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	87.5%	91.6%	89.1%	86.5%
Female	12.5%	8.4%	10.9%	13.5%