

## Platinum Stairlifts Pay Gap Report 2023

At Platinum Stairlifts, our people are our greatest asset. We are committed to creating a diverse workforce offering inclusive opportunities for all our employees regardless of gender.

Under the current Gender Pay Gap reporting legislation, private employers with 250 or more colleagues are required to publish data every year showing the pay gap between their male and female workforce. This is our first year of reporting.

The data below is based on an assessment of 271 employees; 238 males and 33 females, who were employed within Platinum Stairlifts on the snapshot date of April 2023.

### Our Gender Pay gap:

Median (middle) Gender Pay Gap	5.21%
Mean (average) Gender Pay Gap	4.87%
UK's National Median Gender Pay Gap (Source: ONS 2023)	14.3%

This is a snapshot of the difference between the average hourly pay of women compared to men, irrespective of their job or grade, expressed as a percentage of men's average pay. The median gender pay gap within Platinum was 5.21%. Whilst this is well below the national average, we would like to reduce this gap further. Our analysis of the data shows the gap is largely driven by more men occupying the higher paid, senior positions.

### Bonus Pay gap:

The Gender Pay Gap Regulations require us to report on the difference in median and mean bonus pay received by male and female employees, and the proportion of male and female colleagues during the twelve-month period to April 2023.

Most of our colleagues have an opportunity to receive a bonus in some form, the proportion is broken down as follows:

Male 87.24%                  Female 85.71%

Median (middle) Bonus Pay Gap	-12.84%
Mean (average) Bonus Pay Gap	49.45%

Our gender bonus gap data is not indicative of a single bonus plan paying out at substantially different levels, outside of the Executive Team, to men and women across the company. All our bonus plans are gender neutral by design, the same rules apply to all eligible colleagues in similar roles. Employees who work part-time receive their payments on a pro-rata basis. However, the required calculation methodology for this gender bonus gap reporting does not adjust to being these pro-rated bonuses back to their full-time equivalent level for comparison.

## Pay Quartiles:

Pay quartiles are obtained by ordering the hourly rates of pay from highest to lowest and grouping them into four equal bands.

Percentage of men and women in each hourly pay quartile	Male	Female	Total	% Male	% Female
Quartile 1 (upper hourly pay quarter)	60	8	68	88.24%	11.76%
Quartile 2 (upper middle hourly pay quarter)	63	5	68	92.65%	7.35%
Quartile 3 (lower middle hourly pay quarter)	60	8	68	88.24%	11.76%
Quartile 4 (lower hourly pay quarter)	55	12	67	82.09%	17.91%
	238	33	271		

Manufacturing makes up the largest proportion of workers at Platinum Stairlifts and traditionally this draws from an external talent pool that is predominately male. We are encouraging females into the world of welding. We pride ourselves on our fair and honest recruitment process. However, we acknowledge that we would like to do more to grow the number of female welders and help our existing female colleagues develop into more technical and senior positions.

I can confirm the data contained within this report is accurate and meets the requirements of the Gender pay Gap reporting regulations.



Sally Kemp, People Director  
March 2024