

# **Gender Pay Gap Report**

## **Snap shot date 5 April 2022**

# Gender Pay and Gender Bonus Pay Gap

Legal Entity	Gender Pay Gap		Gender Bonus Pay Gap		Percentage of population in receipt of a bonus	
	Mean	Median	Mean	Median	Male	Female
SFIL Group*	-13.82%	3.05%	-39.5%	-0.1%	89.34%	75.67%
SFEL	-16.80%	4.06%	-128%	-0.1%	89.21%	76.92%

The data at a Group level shows an increase in the negative gender pay gap from the previous year on a mean basis. This confirms that on a mean basis, SFIL pay females 13.82% more than males.

Within the Engineering entity, the gender pay gap on a mean basis has moved from a positive position to a negative position. This is due to a number of senior females being employed under this entity that were not in previous reports. This is also reflected in the mean bonus statistic for engineering. The Group position regarding bonus pay gap is more reflective.

The median bonus position is almost equal due to all employee bonus payments featuring in this reporting period.

Percentage of employees receiving bonus payments is again reflective of bonus payments dates included in the period and also eligibility to those bonus' for new starters

*\*SFIL Group includes all entities and employees within the Group of Companies.*

# Proportion of males and females in each pay quartile

	Proportion of males and females in each pay quartile							
	Lower		Lower Middle		Upper Middle		Upper	
Legal Entity	Male	Female	Male	Female	Male	Female	Male	Female
SFIL Group*	92%	8%	96%	4%	97%	3%	91%	9%
SFEL	90%	10%	99%	1%	97%	3%	93%	7%

Overall, although the Gender Pay Gap position has moved slightly from the previous snap shot report, the focus moving forward for the business will continue to be addressing gender representation through a robust Diversity and Inclusion strategy and programme.

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