

Gender Pay Gap Report 2021

Stone Group is a leading provider of ICT Solutions to UK Public Sector, (organisations within education, health and emergency services, local and central government and housing) and with a growing presence in the Private Sector. Our mission is to improve the education, health, and quality of life of people in the UK through technology. We provide the latest hardware technology whilst ensuring all our customers have all of their networking, software and audio visual needs fully supported. We are committed to protecting our planet, which is why we are so proud that our award-winning IT Asset Disposal facility is Zero to Landfill accredited.

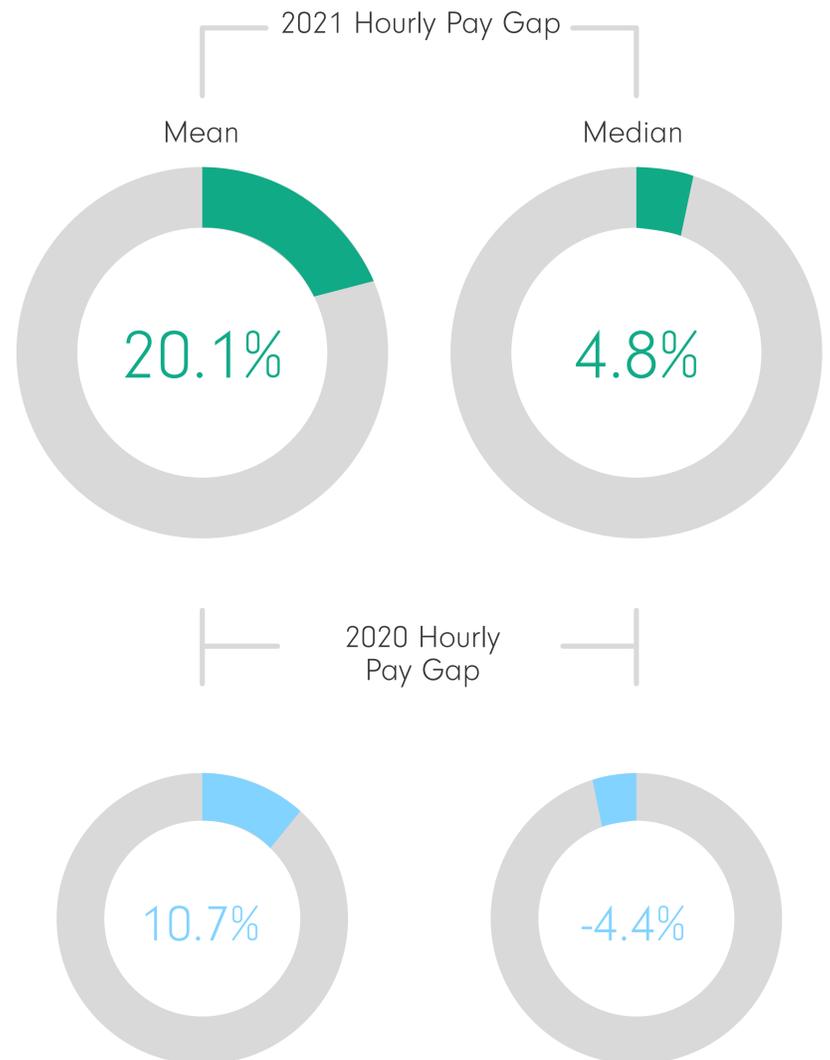
With 339 staff at the reporting date, Stone Group has a pre-eminent position in its market sector and takes great pride in being an exciting and equitable place to work.

At Stone, everyone is paid for the role they have in the team and for their performance in that role. No other factors affect an employee's remuneration. Stone is an Equal Pay employer - men and women performing equal work receive equal pay.

Stone does have a Gender Pay Gap - the Mean Pay Gap has increased to 20.1% in 2021 as has the Median Pay Gap to 4.8%. These figures reflect the higher salaries earned by members of the male dominated IT support teams, as well as the significant levels of commission and bonuses earned by the field sales team, where women also make up a minority of the workforce.

All these elements of salary, commission and bonuses are included in the calculation of Hourly Pay Gap shown here.

The figures in this report are based on the snapshot date 5th April 2021.



Hourly Pay Quartiles

The proportion of male and female employees are split into quartile bands based on their Hourly Pay. The banding illustrates that there is a significant gender pay gap in the upper quartile, a result of the male dominated Director and Senior Management positions employed by Stone, and in the lower quartile due to the large number of male operatives.



Total Headcount: 25.4% Female 74.6% Male

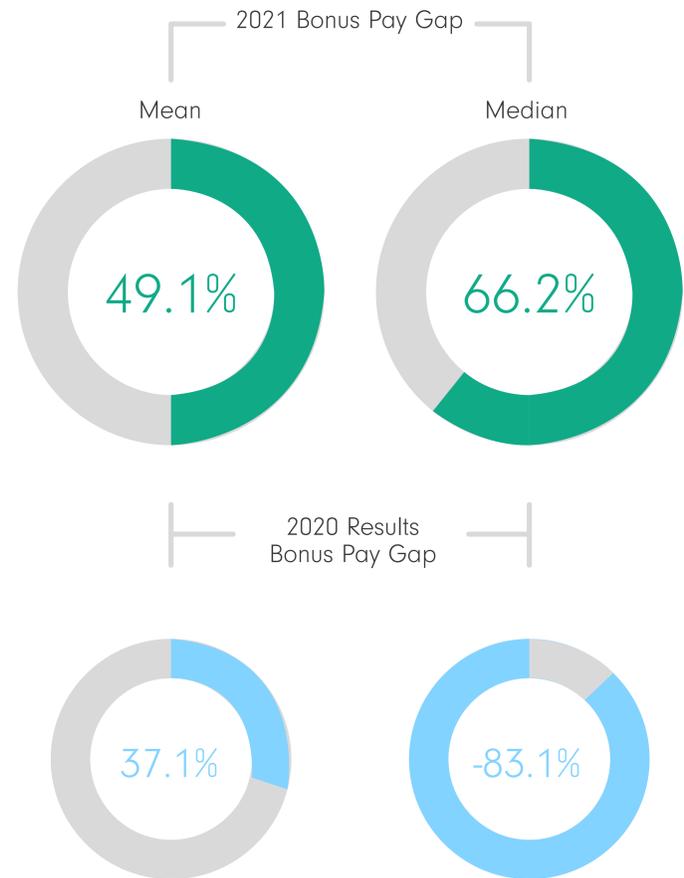
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Bonus Payments

Bonus payments include bonus and commission. The proportion of men and women receiving payments are fairly close together, with 62.8% of women and 46.2% of men receiving bonuses in the year.

Bonus payments in April 2021 were exceptionally strong due to great performance in Q1 2021 and there are more male sales people than female. We did not pay a bonus to our operations teams as we provided them with an early pay increase in Q4 2021 above the national living wage increase proposed for April 2022. These teams are mainly male dominated and this has affected tests around bonus payments.

However, the quantum of the bonuses does vary significantly because the figures are heavily influenced by the inclusion of sales commissions paid to the male dominated field sales team. There is Equal Pay amongst the sales team (and across all the company) with all members paid in accordance with the same commission structure. Some of the most successful performances within the sales team are achieved by women; however, they are a small proportion of the team.



78.7% in 2020



67.5% in 2020



I confirm that the data published in this report is accurate, Adrian Frost, Chief Finance Officer.