



STARK Building Materials UK Ltd

Gender pay gap information

4 April 2023

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LETTER FROM THE CHIEF HR OFFICER

I'm pleased to share our first Gender Pay Gap Report, as STARK Building Materials UK Ltd.

Equality in all its forms is important to us. We are fully committed to improving diversity at every level of our organisation so that we better reflect our customers and the communities we serve throughout the UK.

We recognise the importance of this vital process being accurate and transparent. I encourage you to provide any feedback you may have about this report by emailing **buildingourfuture@scbd.co.uk**.

Patrick Kent
Chief HR Officer – STARK

THE FINDINGS

1.0 Gender Pay Gap – Headline Findings

Year	Mean	Median
2022	-1.40%	-3.30%

Overall – the mean and median Gender Pay Gap calculations show small negative gaps, where women on average are paid slightly higher than men.

2.0 Gender Pay Gap – Bonus Pay Gap

Year	Mean	Median
2022	10.80%	-7.70%

This measure shows that male colleague's bonuses were on average 10.8% higher than female colleagues. However, at the median point, of women who received a bonus, the payment was on average 7.7% higher than for male colleagues.

3.0 Gender Pay Gap – Percentage Receiving a Bonus

Year	Females	Males
2022	90.20%	89.30%

This measure shows the proportion of our colleagues who received a bonus paid in 2022.

These figures capture all colleagues who qualified for a bonus payment (some may have not been able to qualify for a bonus due to length of service).

THE FINDINGS

4.0 Gender Pay Gap – Percentage of Males and Females by Quartile

Year	Lower	Lower Mid	Upper Mid	Upper
2022 - Female	14.80%	16.40%	18.80%	18.90%
2022 - Male	85.20%	83.60%	81.20%	81.10%

This measure above shows the percentage of male and female colleagues at each level of pay. These figures have stayed relatively flat over the years, with little change.

CONCLUSION:

The mean and median Gender Pay Gap calculations show small negative gaps, i.e. women on average being slightly better paid than men.

We understand that this is a complex reflection of the wide variety of roles that our male and female colleagues are carrying out, and we are fully committed to improving diversity at every level of our organisation so that we better reflect the communities we serve throughout the UK.

DISCLAIMER:

As mandated by the Gender Pay Gap regulations, these figures have been calculated based on the employees of Saint-Gobain Building Distribution Ltd at 5th April 2022.

As a result of divestments and restructuring prior to the purchase of Saint-Gobain Building Distribution Ltd by STARK Group in March 2023, there are significant differences between the businesses being reported on and those which now include STARK Building Materials UK Ltd.

