



Gender Pay Gap Report 2022

Stone Technologies Limited 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.

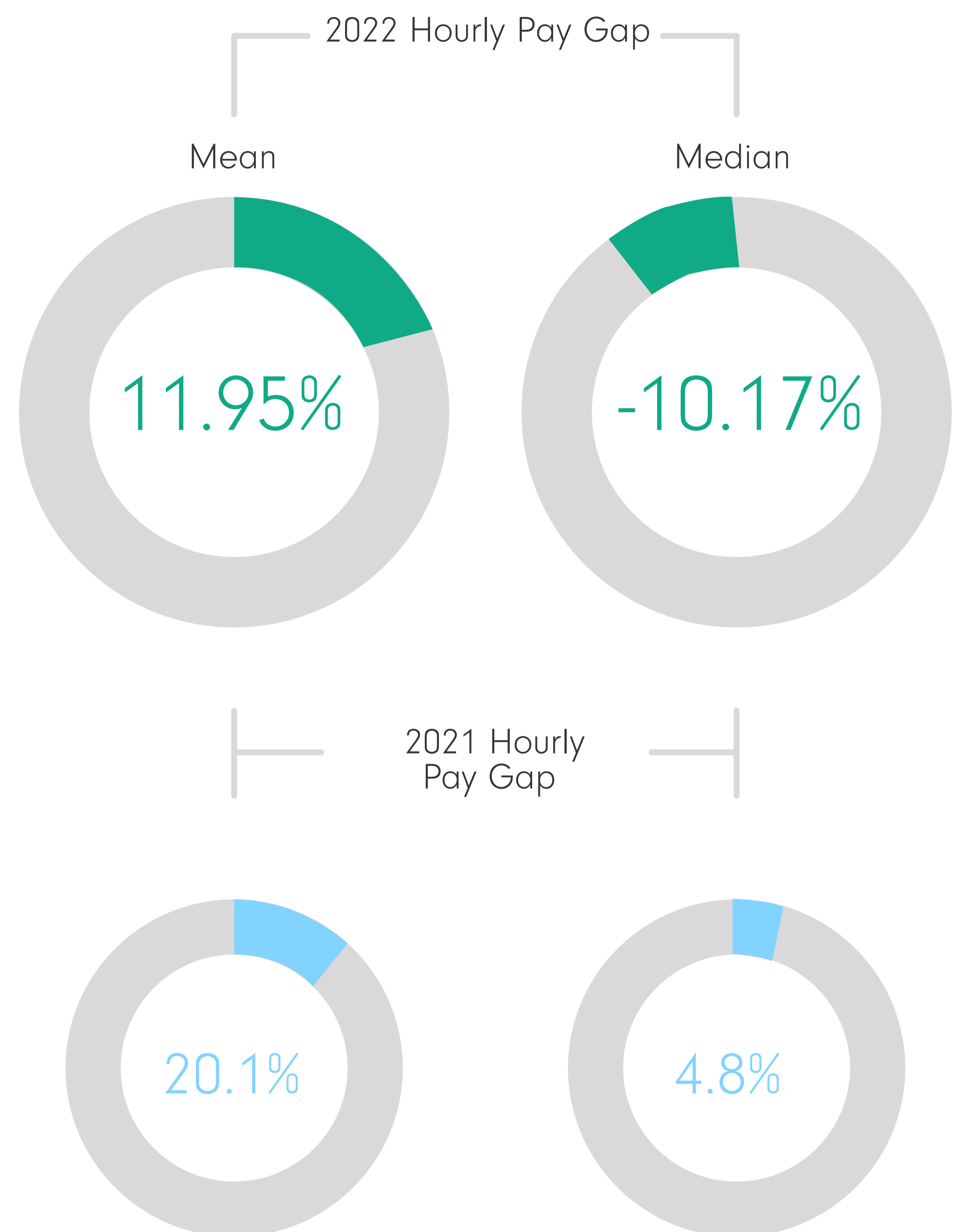
With 487 staff at the reporting date, Stone Technologies Limited has a pre-eminent position in its market sector and takes great pride in being an exciting and equitable place to work.

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.

The Mean hourly Pay Gap has reduced to 11.95% in 2022. The Median Pay Gap is negative in 2022 which indicates the median hourly rate of pay for females is higher than the equivalent for males.

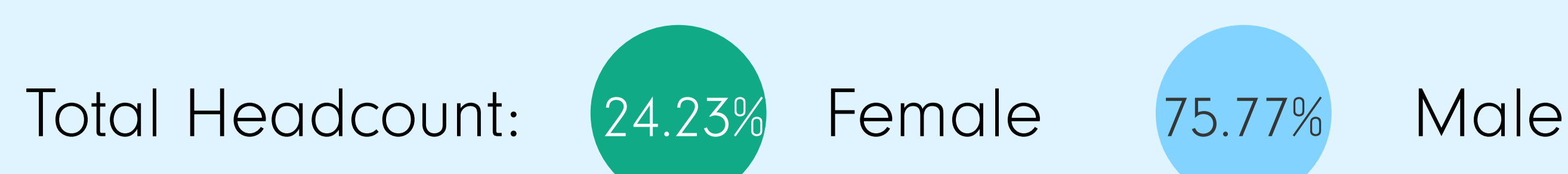
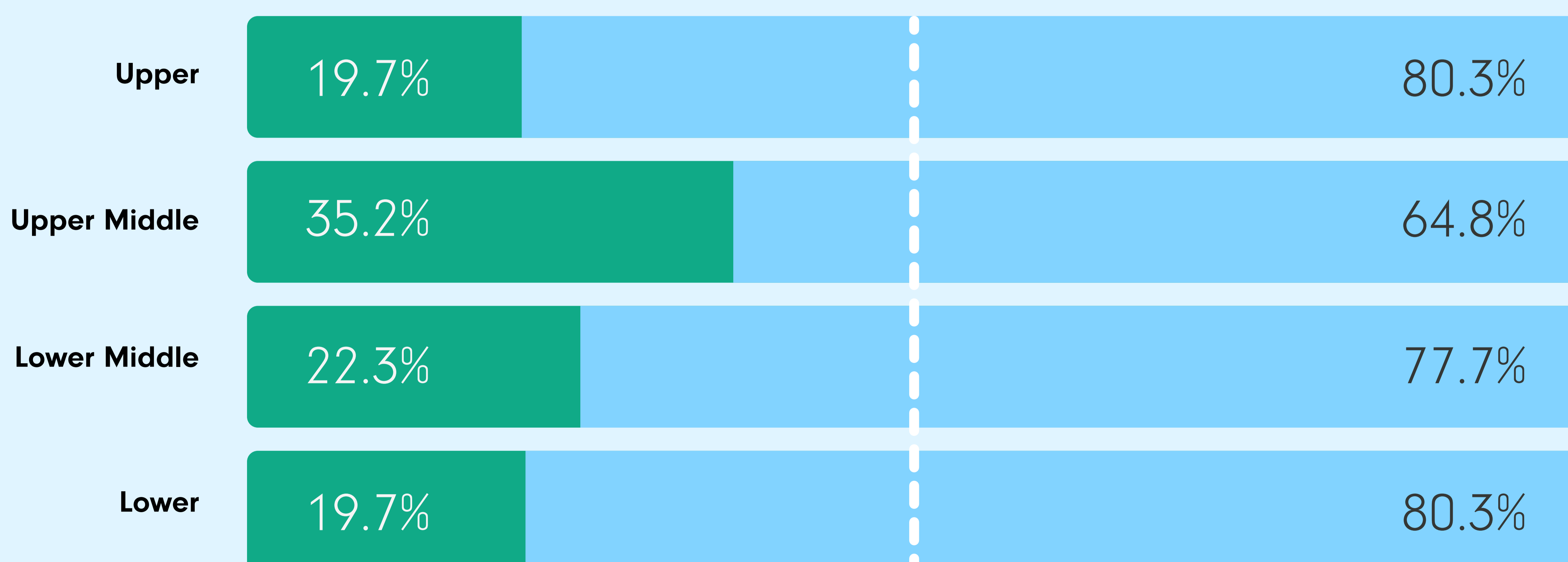
The elements of salary, commission and bonuses are included in the calculation of Hourly Pay Gap shown here.

The figures in this report are based on the reporting date 5th April 2022.



Hourly Pay Quartiles

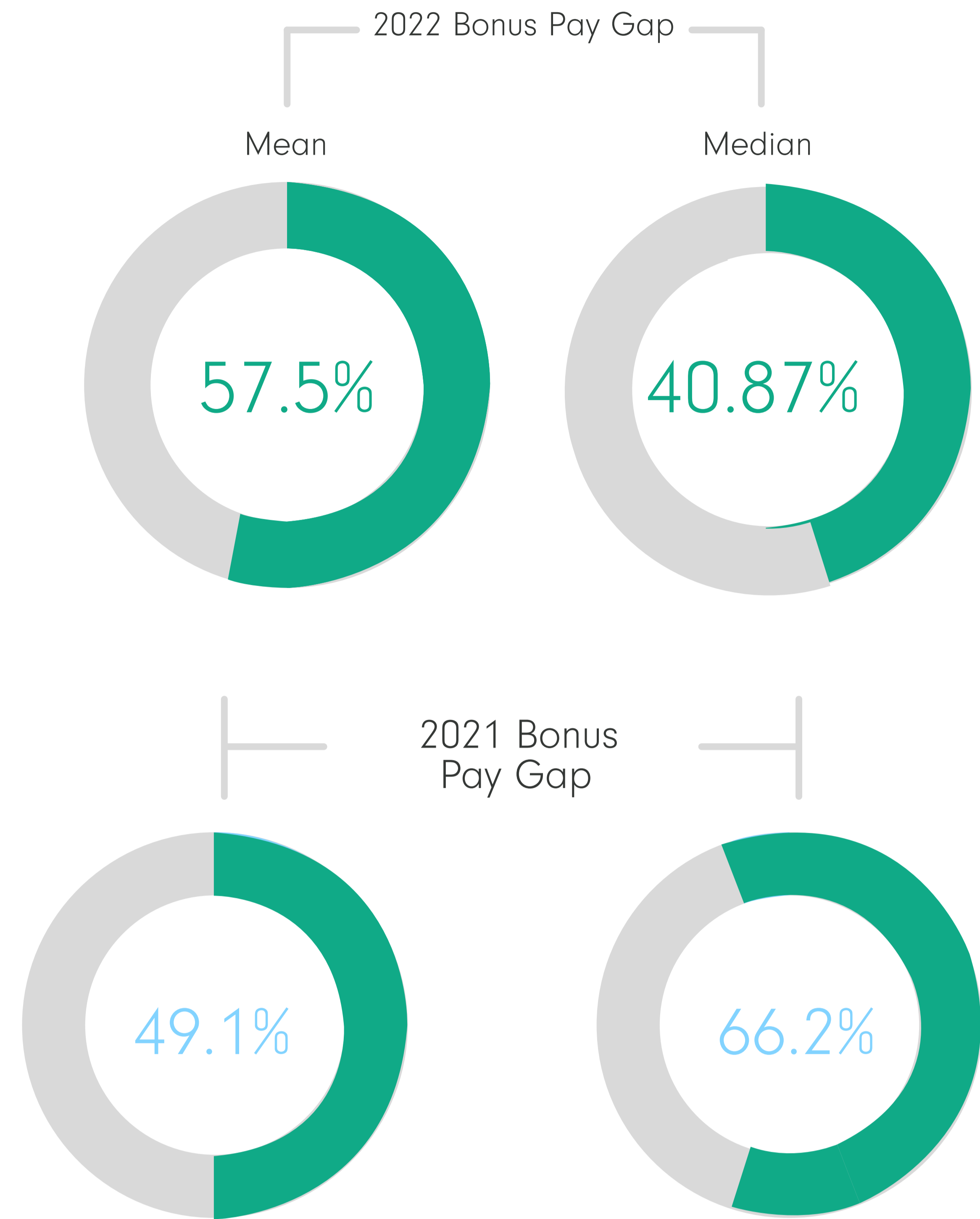
The proportion of male and female employees are split into quartile bands based on their Hourly Pay. The banding illustrates that there is a significant gender pay gap in the upper quartile, a result of the male dominated Director and Senior Management positions employed by Stone, and in the lower quartile due to the large number of male operatives. The gender pay gap has closed in all quartiles in 2022 with the exception of the upper middle quartile. However, the percentage of female employees overall has reduced from 2021.



Gender Pay Gap Report 2022

Bonus Payments

Bonus payments include bonus and commission. There is Equal Pay amongst the sales team (and across all the company) with all members eligible for commission paid in accordance with the same commission structure. Some of the most successful performances within the sales team are achieved by women; however, numerically they are a small proportion of the team.



62.8% in 2021



46.2% in 2021



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