

Gender Pay Gap Report 2023

Stone Technologies Limited, a Converge company 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 and won Recycling Facility of the Year in 2023.

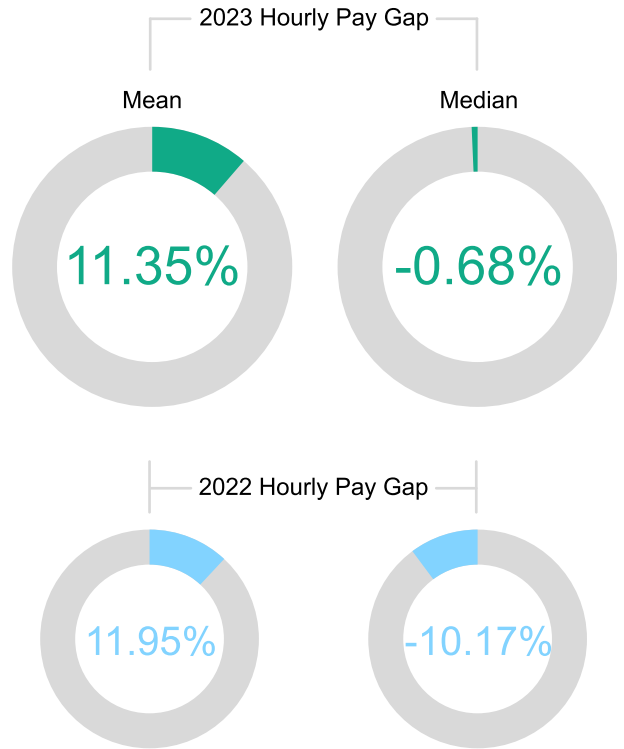
With 508 staff at the reporting date, the employee population consists of 71.5% male and 28.5% female. Stone Technologies Limited has a pre-eminent position in its market sector and takes great pride in being an exciting and equitable place to work.

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 compares the average male hourly rate to the average hourly female rate, this has reduced slightly to 11.35% in 2023. The Median Pay Gap compares the hourly rate of the middle male role to the middle female role, this has reduced significantly to -0.68% in 2023.

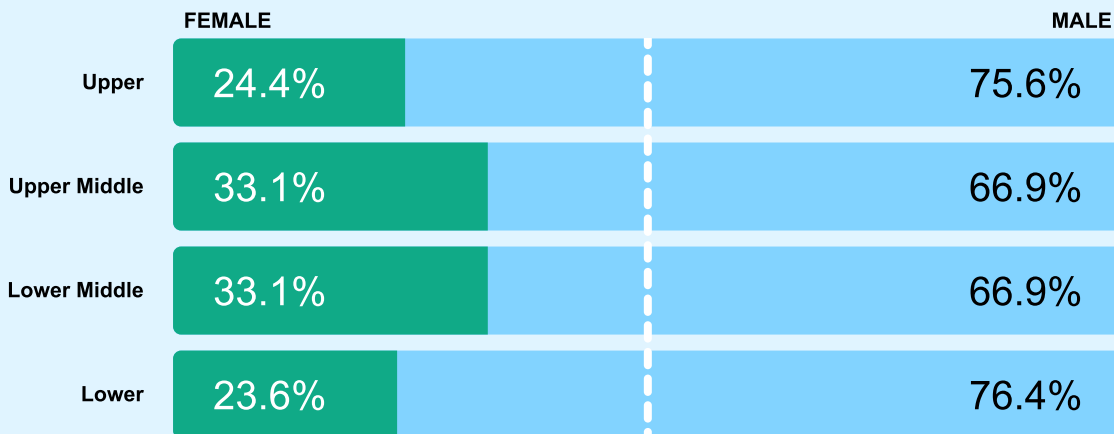
The elements of salary, commission and bonuses are included in the calculation of Hourly Pay Gap shown here.

The figures in this report are based on the reporting date 5th April 2023.



Gender Establishment 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 shift in the right direction. There is a 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 percentage of female employees overall has increased from 2022.

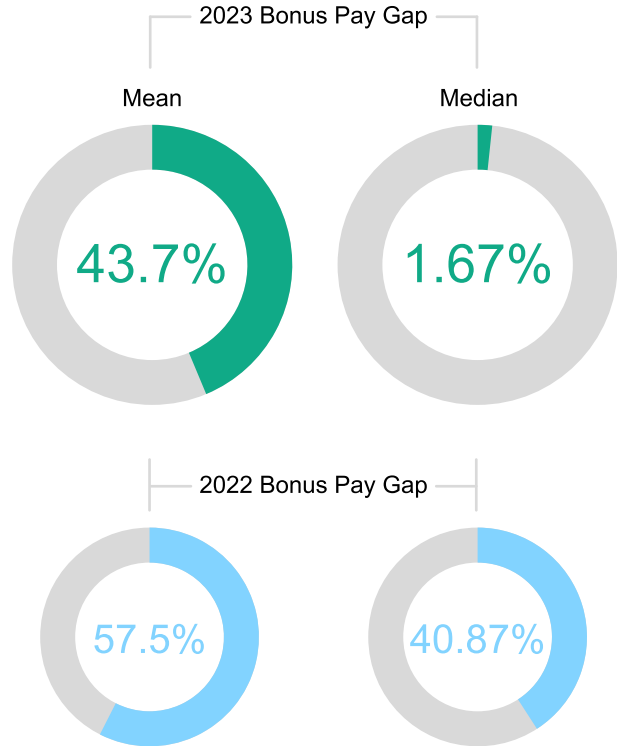


Total Headcount: 28.5% Female 71.5% Male

Gender Pay Gap Report 2023

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.



60.17%
in 2022



36.04%
in 2022



I confirm that the April 2023 data published in this report is accurate, Richard Clay, Group Head of Finance.