

Gender Pay Statement 2023



At SAM...

- We are committed to the principles of equal pay for all our employees.
- We operate salary scales for all permanent employees according to job function, which is consistent, transparent and fair.
- We are committed to ensure there is no gender bias in our pay and remuneration systems and understand that equal pay between males and females is a moral obligation and a legal right in accordance with the Equality Act 2010.
- We conduct regular pay reviews and take swift and specific action to address any inequality should it be highlighted.

What is gender pay and how is it calculated?

The gender pay gap shows the difference in average pay between women and men, which differs to equal pay i.e. women and men receiving the same pay for the same role.

Rather than comparing pay received by women and men performing the same roles, the gender pay gap takes into account all roles at all levels of the organisation.

As a business, we regularly review and analyse our employee pay to ensure men and women are treated equally when performing the same role. We are therefore confident that we do not have an equal pay issue.

In terms of gender split, it should be noted that we have a significantly higher proportion of women than men in both permanent and casual worker roles at all levels of the business. This reflects the nature of the industry, our flexible working practices and the number of part-time working opportunities we provide.



Our Results

The tables below show the overall median and mean gender pay gap, as well as the gender bonus gap, based on the hourly rates of pay of those employed on the snapshot date of 5th April 2023, and bonuses paid in the year to 5th April 2023

SAM Sensory Dimensions Ltd.

Difference between men and women	Mean	Median
Gender Pay Gap	-2.22%	-66.26%
Gender Pay Bonus	0.00%	0.00%

Males Receiving Bonus	6.58%
Females Receiving Bonus	11.86%

SAM PPL Ltd.

Difference between men and women	Mean	Median
Gender Pay Gap	1.08%	0.00%
Gender Pay Bonus	-16.75%	0.00%

Males Receiving Bonus	16.00%
Females Receiving Bonus	6.06%

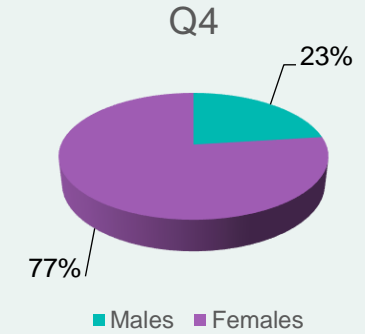
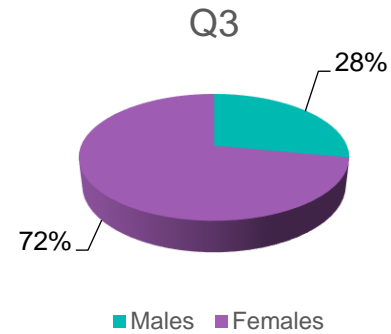
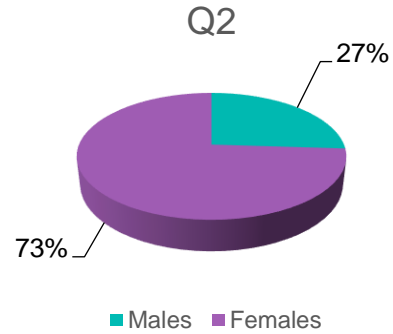
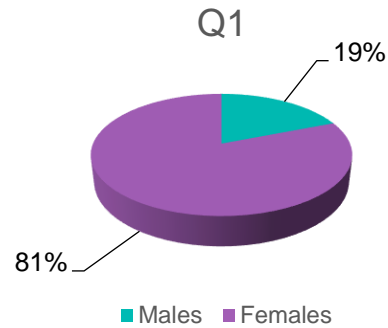
Footnote:

- **Mean gender pay gap:** This is the percentage difference between the mean hourly rate of pay for male employees, and the mean hourly rate of pay for female employees. Mean averages are calculated by adding up all of the hourly rates of a group of people and then dividing the result by the number of people in the group. The results show a higher proportion of female employees to male employees.
- **Median gender pay gap:** This is the percentage difference between the median hourly rate of pay for male employees and the median hourly rate of pay for female employees. Median averages are calculated by listing all the pay amounts in numerical order and taking the middle amount (or, if there is an even number of amounts, the average of the two central amounts). The results show a higher proportion of female employees on full time salaries, versus male employees.
- **Mean gender bonus gap:** This is the percentage difference between the mean average bonus payment received by male employees and the mean average bonus payment received by female employee.
- **Median gender bonus gap:** This is the percentage difference between the median bonus payment received by male employees and the median average bonus payment received by female employees.

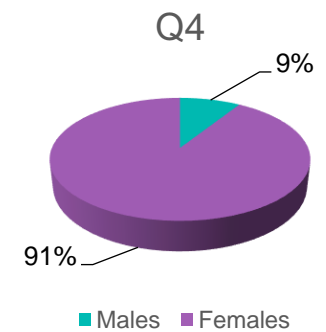
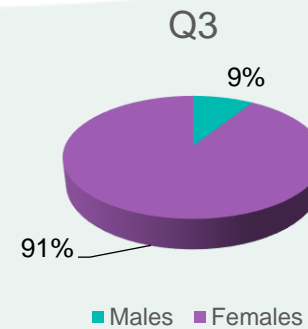
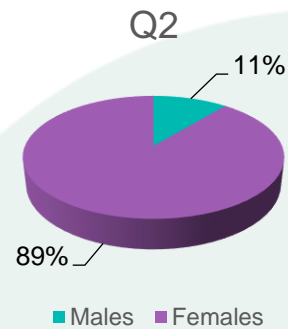
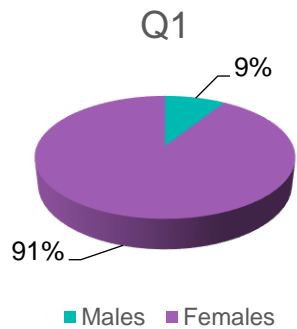
Pay Quartiles

The below graph depicts the pay quartiles and the number of men and women within each quartile. It should be noted that we have more women at all grades throughout the business, which is reflected in all four quartiles.

SAM Sensory Dimensions – 78 employees per quartile



SAM PPL – 65 employees per quartile



Our Actions

We are committed to equal pay throughout our business and are pleased to see this is reflected in our gender pay gap figures which are significantly lower than the national average. We will continue to monitor and review our roles to ensure the pay gap remains low.

We would like to achieve equal representation at all levels of the business, however at senior level there are more females on career paths in this sector and so we do not struggle to attract female talent. At other levels, females are attracted by both the type of work and the flexibility available to them.

We have always promoted best practice in recruitment, diversity, training and development. However, we aim to further develop in these areas which we believe will make our business more successful; our challenge is to make sure that our management team and workforce better reflects society as a whole and is less female dominated.

I confirm that the figures in our disclosure are accurate and have been calculated in accordance with gender pay gap reporting requirements as outlined in the legislation and accompanying guidance.



Tracey Sanderson
Managing Director
SAM Sensory Dimensions



Yvonne Taylor
Managing Director
SAM PPL