

Gender Pay Gap Information – Snapshot Date: 30 June 2025

Metric	Male	Female	Gender Pay Gap (%)
Mean Hourly Pay	—	—	55.87%
Median Hourly Pay	—	—	2.61%
Mean Bonus Pay	—	—	15.40%
Median Bonus Pay	—	—	0.00%
Employees Receiving a Bonus (all eligible employees received non cash bonus vouchers in reference period.)	100%	100%	—
Employees Receiving Benefits in Kind	11.24%	7.14%	—

Pay Quartile	% Male	% Female
Lower Quartile	66.07%	33.93%
Lower Middle Quartile	82.14%	17.86%
Upper Middle Quartile	71.43%	28.57%
Upper Quartile	80.70%	19.30%

Category	Number
Employees in scope	264
Male employees	169 (75%)
Female employees	56 (25%)
Employees excluded	39



Explanation of Our Gender Pay Gap

Smithstown Light Engineering (SLE) operates in the precision engineering sector, which has historically had a higher proportion of male than female participation across the industry. This historical gender imbalance is reflected in the current distribution of roles, particularly at senior technical and leadership levels which are generally filled through internal progression and are also often reflective of tenure.

In recent years, SLE has made progress in attracting and recruiting more female employees, particularly across finance, quality, inspection and production support functions. This has increased female representation within the organisation and is helping to build a more balanced workforce over time.

Pay structures are based on role requirements, responsibility and experience, with consistent pay practices applied across the organisation. Bonus payments and benefits in-kind are also linked to role responsibilities. The relatively low median gender pay gap indicates that men and women are paid broadly similarly at comparable levels within the organisation, while the higher mean gap reflects differences in the overall distribution of roles.

SLE is satisfied that it applies the principle of equal pay for equal work and that the reported gender pay gap reflects workforce composition and role distribution rather than differences in pay for comparable roles.

Looking Ahead

SLE will continue to monitor its gender pay gap on an annual basis and remains committed to inclusive recruitment and to supporting the development and progression of all employees, with the aim of further improving gender balance across the business over time.