



Gender Pay Gap Report

July 2022

Since April 2017, all organisations that employ over 250 employees have to report their gender pay gap annually.

A gender pay gap is a measure of the difference in the average pay of men and women regardless of the nature of work.

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office:

- median gender pay gap – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- mean gender pay gap – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- median bonus gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
- mean bonus gap – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
- bonus proportions – the proportions of male and female relevant employees who were paid bonus pay during the relevant period
- quartile pay bands – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

As per the gender pay gap guidance, the snapshot date used for this report is April 5th 2021.

At the 5th April 2021 the company headcount for the United Kingdom is below the statutory headcount requirement of 250; however as an ongoing commitment to closing the gender pay gap we will continue to analyse the data and develop and implement an action plan. At Sambro we believe this is a positive step, which will assist the business to identify the root cause of any gender pay gap and enable the business to identify solutions.

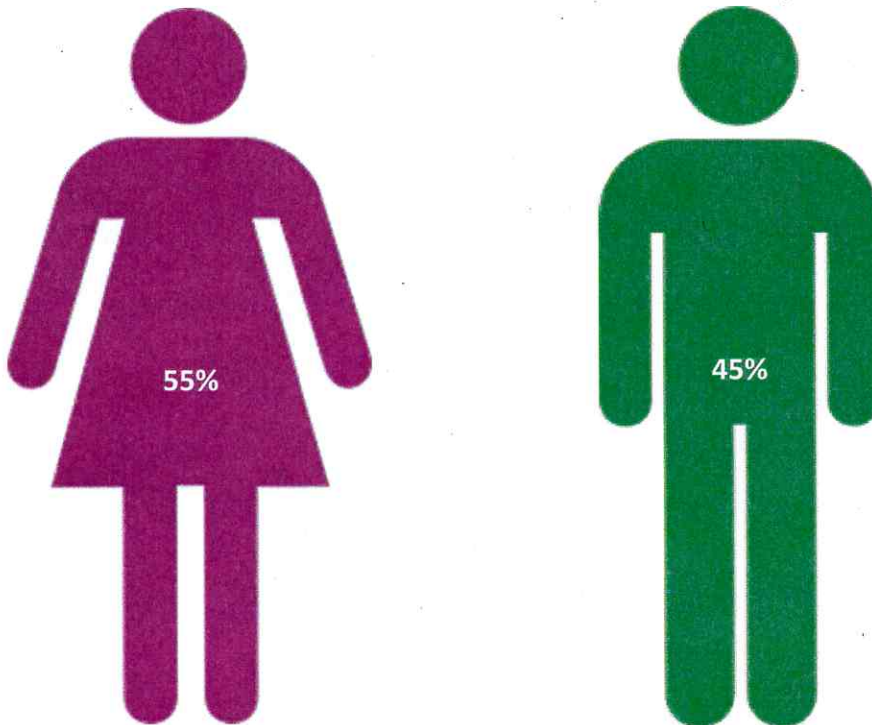


Introduction

The gender split in the business shows that females make up 55% of the workforce where males are 45%. The industry in which we work generally attracts all genders and across our Design function, where we do most of our recruitment, we also have an equal split.

Presently recruitment is difficult across all industry and where possible we will continue with the fairest process of recruiting the most suitable applicant for the role.

Sambro Gender Split





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Gender Pay Data

	April 2022
Hourly rate of pay	
Median (mid-point)	-5.77%
Mean (average)	38.59%

Comparing median and mean gender pay gaps

The median is used extensively as a headline measure by pay researchers because it is less swayed by extreme values, particularly the small number of people on high salaries. However, we are interested in the median figure, given that women's responsibilities beyond work have traditionally limited their access to higher-level, higher-paid jobs.

The mean is useful because it does capture the effect of a small number of high earners.

The difference between an organisation's mean and median pay gap can provide valuable insight. The presence of very low earners can make the mean lower than the median. A group of very high earners can make the mean bigger than the median.

Median

For the purpose of this report, we rank all our people by their hourly pay. Then we compare what the woman in the middle of the female pay range received with what the man in the middle of the male pay range received. The difference between these figures is the median gender pay gap.

The median figure of negative 5.77% means that at the woman in the middle of the hourly pay range was paid 5.77% higher than the man in the middle of the hourly pay range.

Mean

To calculate the mean we add together all the hourly pay rates that women receive, divided by the number of women in our workforce. We then repeat this calculation for men. The difference between these figures is the mean gender pay gap. This year the average pay for women was 38.59% less per hour than the average pay for men. This mean gap means that for every £1 a man receives, a woman receives 61.41p.



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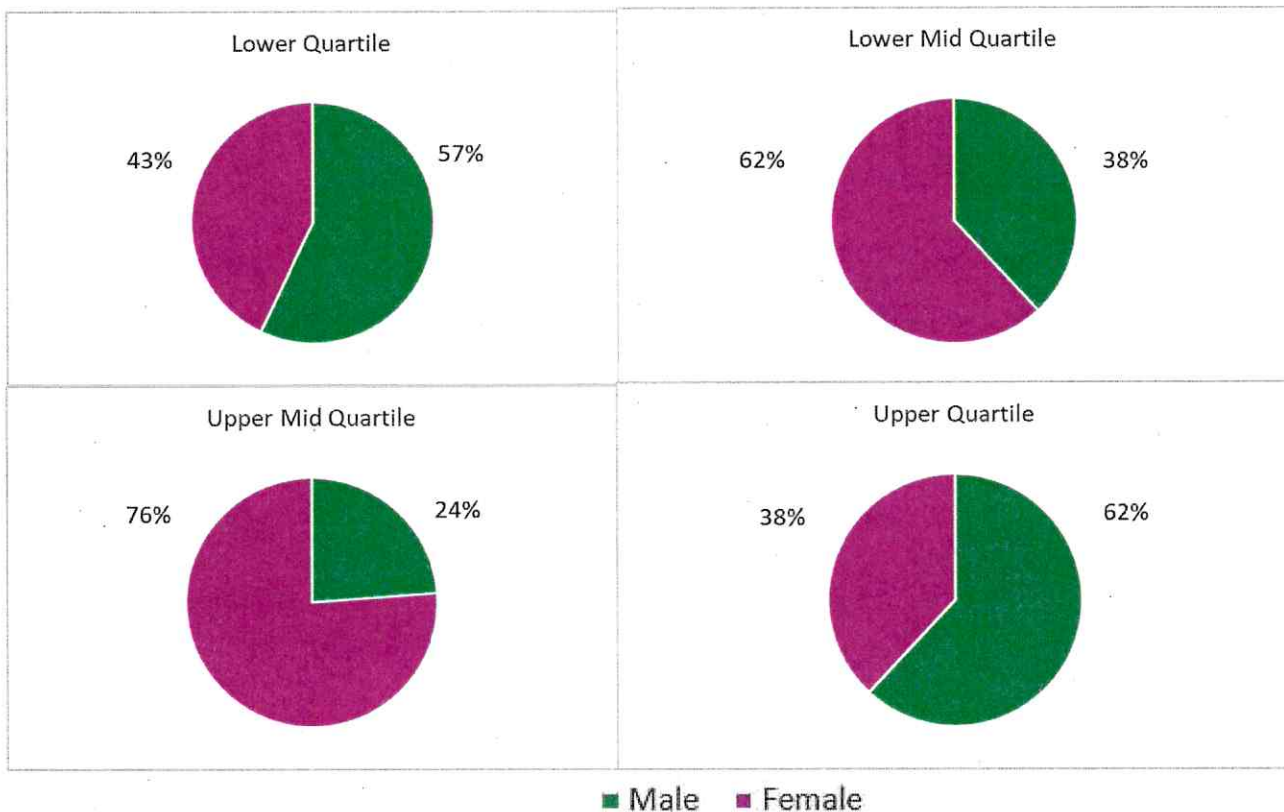
Bonus

At the snapshot date, no bonuses were paid for the year prior. For those normally receiving a bonus in the company the split across gender is,



Pay Quartiles

Each pay quartile represents 25% of our total workforce ranked by pay.





Closing the Gap

We have a responsibility to our employees to maintain our commitment to reducing pay gaps. When considering actions to begin to close the gender pay gap it is not a quick and easy fix. Our data shows how a minority in higher-paid roles, can cause big changes in our headline median gender pay gap percentage.

We will continue to review our recruitment practices and invest in our leadership development programs. We will introduce and promote a talent management program and succession-planning program across the business and further develop management skills.

There will be further focus on promoting and improving our inclusive culture by having wider business communication and introducing training for Line Managers and the wider business.

We will also consider our investment in a Graduate and Apprenticeship program, particularly in underrepresented areas and focus on our continued commitment to our diverse workforce.

Flexible working is a recognised mechanism to enable a better work life balance, to have a more engaged team and additionally to promote a return to work: through better working practices, we will continue to explore ways in which we can introduce more flexible working.

Declaration

Sambro International Limited is an award winning global supplier of licensed and own brand creative products. Working with some of the world's leading entertainment companies, Sambro is recognised as an industry-leading supplier of bespoke toys, games, soft toys and arts & craft product., and a key factor in our success is our excellent workforce, men and women alike. We believe we already promote inclusion and development opportunities across our diverse workforce, regardless of gender. However, we also recognise that we can actively take further steps with the aim of reducing our Gender Pay Gap and are committed to doing so.

I confirm that the information in this report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Paul Blackaby
CEO