



Gender Pay Gap Report

October 2023

Sambro has opted to report on their Gender Pay Gap since 2022, even though we have no legal requirement to do so. The main reason for this, is to ensure we have an ongoing commitment to closing the gender pay gap and from this, to 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 with the aim of resolving any inequity.

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.

The pay data used for this report is from April 2023.

Introduction

The gender split in the business shows that females make up 51% of the workforce where males are 49%. 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.

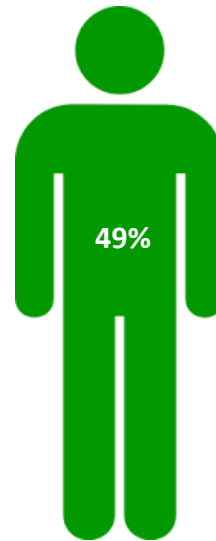
Presently recruitment is difficult across all industry and where possible we will continue with the fairest process of recruiting the most suitable applicant for the role.



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Sambro Gender Split



Gender Pay Data

	April 2023
Hourly rate of pay	
Median (mid-point)	-3.66%
Mean (average)	23.45%

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.



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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 3.66% means that the woman in the middle of the hourly pay range was paid 3.66% 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 23.45% less per hour than the average pay for men.

Comparator to 2022

	2022	2023	Change
Hourly rate of pay			
Median (mid-point)	-5.77%	-3.66%	-2.11%
Mean (average)	38.59%	23.45%	15.14%

Although women hold a higher median percentage than men in the assessment, this has dropped by 2.11%.

Across the business however, we have seen improvement in the Mean average of 15.14%. This indicates over the past year that the females in the business are being paid on average a higher rate of pay in comparison to the males than the previous year.

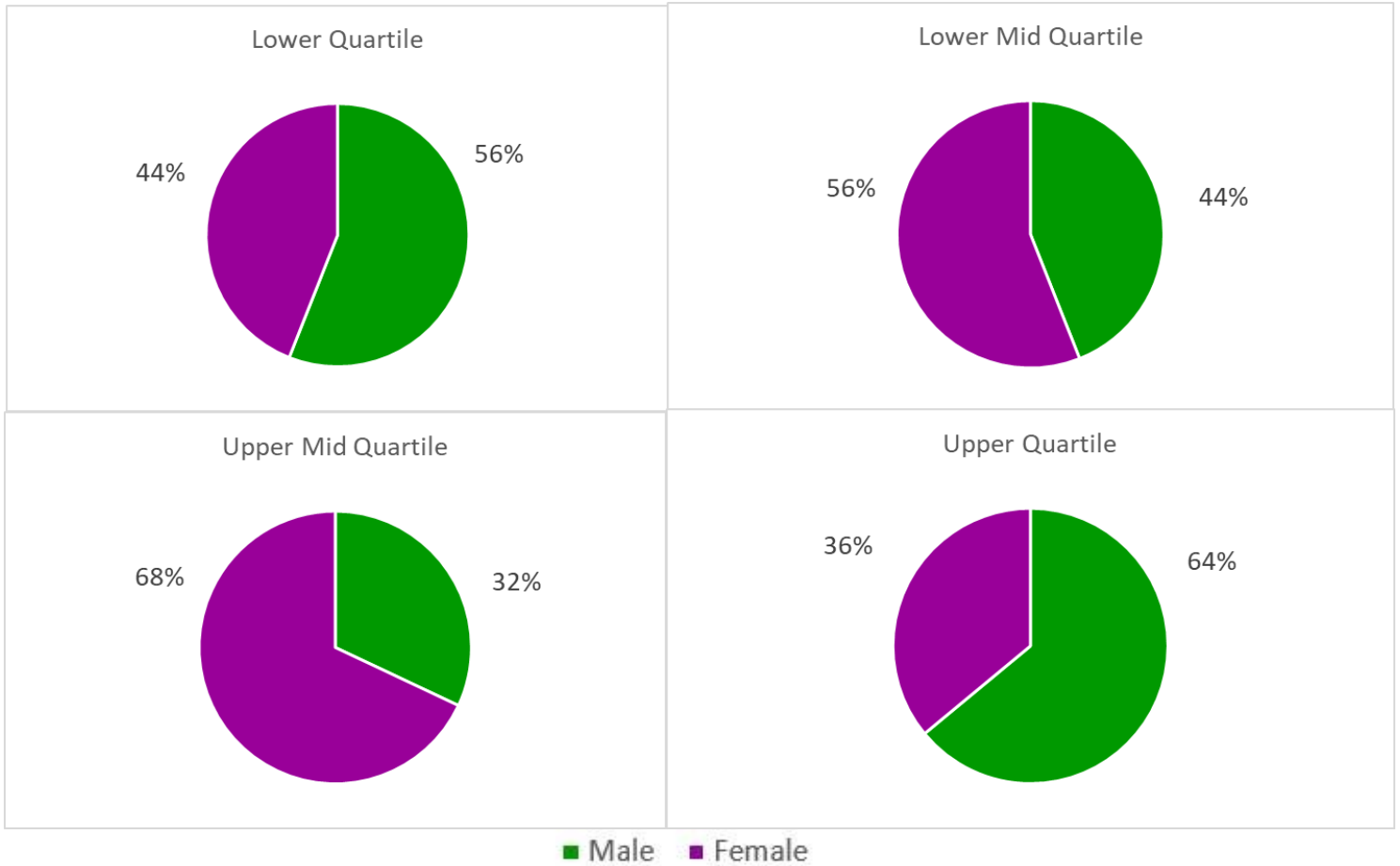


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Pay Quartiles

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



Action Plan – Closing the Gap

We have an ongoing 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. Again, our data shows how a minority in higher-paid roles, can cause big changes in our headline mean gender pay gap percentage.

We will continue to review our recruitment practices and invest in our leadership development programs. The talent management program and succession-planning program planned for 2023, was not fully accomplished and we will focus on this for 2023/24 to further develop management skills.



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We implemented our Apprenticeship and Work Experience program, and will continue to assess the business in order to support education in the local area.

Promotion through the business into Team Leader/ Supervisor or Senior positions, is now being supported with training and development and will continue throughout the course of their employment.

Focus is being made on Diversity, Inclusion and Equality. Training has started on Menopause in the Workplace and the programme will be delivered across the whole business. In addition we are implementing Diversity, Inclusion and Equality and Bullying and Harassment training early 2024.

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