



## Gender Pay Gap Statement

As an organisation we are committed to “equality of opportunity” in the workplace.

Promotion and training decisions are made on the basis of merit and we believe all employees should have an equal opportunity to progress and develop.

We operate one reward and performance management system for all staff globally, undertake regular job evaluations (both externally and internally) and routinely review all aspects of reward (not just pay).

Pay decisions are based on the weight of the role and not the individual in the role.

As an employer we recognise the conflicting demands that can sometimes arise in managing both professional and personal or family commitment and provide flexible working opportunities for all, regardless of gender at all levels in the organisation.

Low representation of women in manufacturing technical and engineering roles is an industry wide issue and not specific to Southco. We are working with local schools and the LEP to promote STEM (Science, Technology, Engineering and Mathematics) careers to their students, via in-school activity and Careers Fairs. The aim is to encourage engineering in particular as a career choice for both male and female students.

[Click HERE](#) to view Southco Manufacturing Ltd.'s gender pay gap data.

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