

Acorn Mobility Services Ltd, formed in 1992, is an independent manufacturer and supplier of stairlifts. Acorn is required to publish an annual gender pay gap report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## Context of Gender Pay Gap Reporting

It is worth noting that Gender Pay Gap statistics effectively compare average pay and bonus received by all men in the workplace compared with average pay and bonus received by all women in the workplace on a snapshot date. What it doesn't do is tell us anything about whether men and women are paid equally for the same or similar roles within the business.

Acorn has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic). As such, we:

- carry out pay and benefits audits at regular intervals
- evaluate job roles and pay rates as necessary to ensure a fair structure
- have put in place banded pay structures for roles within the business to ensure consistency

We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

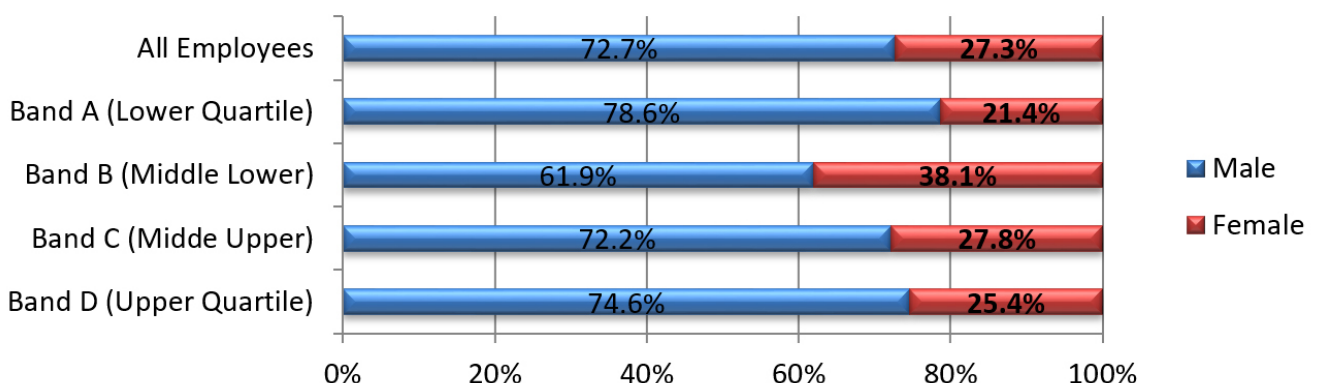
## Acorn's Gender Pay Gap Report

This report is for the snapshot date of 5 April 2023 for Acorn Mobility Services Ltd. On 5 April 2023, our UK employee base included in the snapshot was made up of 72.7% males and 27.3% females.

- The mean gender pay gap is 0.4%.
- The median gender pay gap is 1.9%.
- The mean gender bonus gap is -94.0%.
- The median gender bonus gap is -859.5%.
- The proportion of male employees receiving a bonus is 40.9% and the proportion of female employees receiving a bonus is 41.5%.

It is worth noting that the range between the bottom of the Lower Quartile and top of the Middle Lower bands is only £1.62 per hour. This is due to Acorn having a consistent approach and structure pay bands in place for all front-line roles, which make up the majority of the employee population.

## Pay Quartiles By Gender



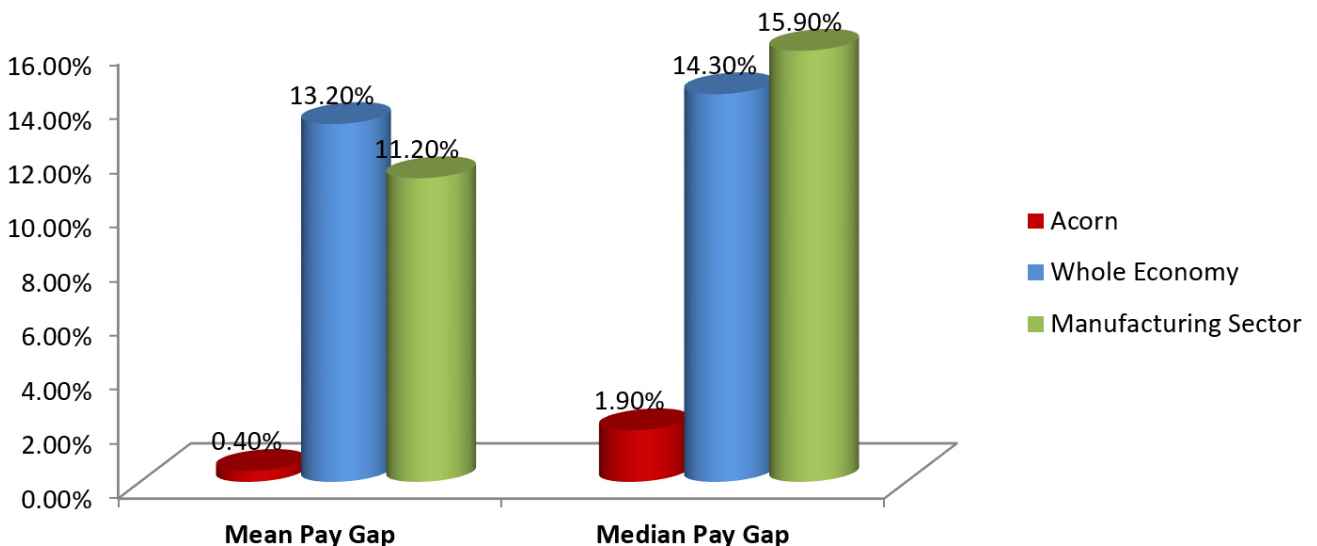
## How does Acorn’s gender pay gap compare with that of other organisations?

Most organisations have a gender pay gap, and we are pleased to say that Acorn’s gap compares favourably with that of other organisations, including those within our industry sector.

The mean gender pay gap for the whole economy (according to the November 2023 Office for National Statistics (ONS) Gender Pay Gap in the UK:2023) is 13.2%, while in the manufacturing sector it is 11.2%. At 0.4%, our mean gender pay gap is much lower than the whole economy and our sector.

The median gender pay gap for the whole economy (according to the November 2023 Office for National Statistics (ONS) Gender Pay Gap in the UK:2023) is 14.3%, while in the manufacturing sector it is 15.9%. At 1.9% our median gender pay gap is a lot lower than the whole economy and our sector.

## Comparison with other organisations



## Understanding the Gap

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

On the snapshot date, the full-pay relevant employee population was made up of 72.7% males and 27.3% females and this split is broadly represented in all the pay quartiles.

The mean gender bonus gap for Acorn stands at -94% and the median at -859.5. Primarily this is due to the fact that in addition to our Sales and Service teams, who can earn bonus and commission payments, Field Engineers, who are exclusively male, earn occasional commission on additional services sold to existing customers. This has the impact of skewing the bonus earnings figures for males as commission payments made to Engineers over a 12-month period will be significantly lower than those made to employees working in the sales teams.

## What are we doing?

Acorn's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the manufacturing sector and we are confident that our approach to pay promotes fairness and equality for men and women in the same or similar roles. We also recognise that our scope to reduce this gap by attracting more females into our field-based engineering roles is limited - we have, for example, no direct control over career choices individuals make.

## Our plan:

- To continue carrying out regular pay and benefits audits and job evaluation to ensure fairness and consistency in our pay structures
- To work on projects with other local employers and schools/colleges to promote manufacturing and engineering to young people in our region through an Industrial Centre of Excellence.
- Continue to engage with industry bodies such as MADE UK (EEF), who are working to encourage more women into careers in manufacturing and engineering.

I / we confirm that the information in this statement is accurate.

Name:



.....Kate Gledhill, Director



.....Joanne Richardson, Director

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.