

# ASTON BARCLAY GENDER PAY REPORT 2022/23

## Introduction

Aston Barclay is committed to having a diverse workforce that reflects the communities it serves and provides equal opportunities within the workplace for all colleagues. Our mission is to bring new perspectives, energy and more innovative ways of working to extend our value within the automotive industry.

Traditionally, more men than women pursued careers in the automotive industry and the pay gap is created by the fact that women hold fewer roles within the business, particularly in senior and leadership positions. Achieving a more gender balanced workplace remains our focus and diversity and inclusion is a key business priority that is built into our annual objectives with support from our executive team.

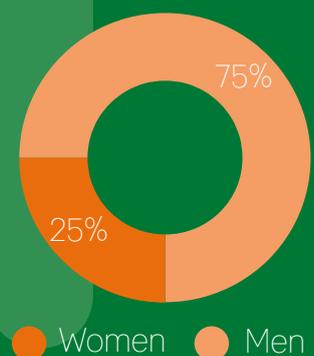
## Generating the report & how its calculated

The gender pay gap is the difference between the average earnings of men and women across a workforce. From 2017, if you are an employer who has a headcount of 250 or more on your 'snapshot date' you must complete gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot date'.

The Gender Pay Gap is calculated using two figures, the median and the mean value, it also reviews the difference between both pay and bonus payments.

## The data used

The data uses the snapshot date of the 5th April 2022 and includes 315 employees across our 6 sites which consisted of 235 men and 80 women.



# Gender Pay vs Equal Pay

The gender pay gap is not the same as equal pay, it's the difference between the average pay of all men compared to the average pay of all women in an organisation. Equal pay is the requirement to ensure that men and women working in the same roles, or roles of equal value, are paid equally.

Equal pay doesn't always mean the same pay, there are many factors why colleagues in the same roles may be paid differently. For example, due to diverse levels of expertise or location. However, we are committed to paying people fairly and our pay structure is designed to be fair and consistent regardless of gender.

## Aston Barclay's Gender Pay Gap

This year, based on mean, females are paid less than men by 18.9%. However, we have seen a reduction in our mean average which is down from 22% in the prior year.

18.9 %

The **mean** average gender pay gap

46.15%

The **mean** average gender bonus gap

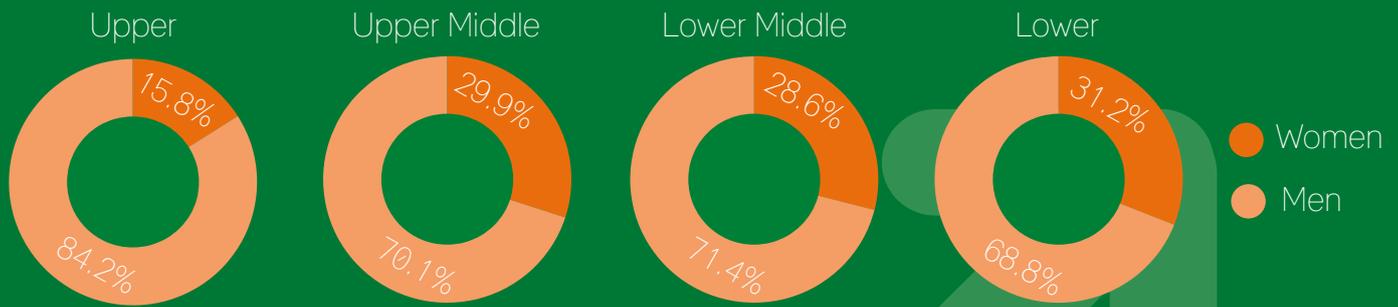
8.84%

The **median** average gender pay gap

73.85%

The **median** average gender bonus gap

# Pay Quartiles

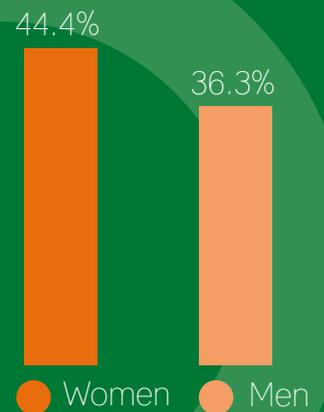


The above percentages show the number of men and women employed in each quartile.

The mean hourly rate for males is **£17.21** and the mean hourly rate for females is **£13.96**. This is due to a higher percentage of males in the upper pay quartiles. We will actively seek to improve female representation in senior and executive roles.

## Bonus Pay

This chart shows the proportion of men and women who received a bonus in the 12 months prior to the snapshot date. This year has seen more females receive a bonus than in the prior year (11% increase).



## Our commitments

Our pay structure is completely gender-neutral, however, to help us to continue to build an inclusive business, we are continuing to take action by:

- Actively seeking to improve female representation across all roles within the business.
- Focus on hiring diverse talent and maintaining bias free hiring practices.
- Ensuring recruitment marketing is representative and engaging.
- Supporting women in business and their career opportunities by reviewing our family friendly and flexible working policies.
- Continuing to create new career opportunities across all areas through expanding our apprenticeship program.

We confirm the data reported is accurate and in line with mandatory requirements.



Priya Khot  
**Chief Financial Officer**



Steph Grace  
**Chief People Officer**