

2024/25 GENDER GAP REPORT

Introduction

Auto-Trail V.R. Ltd must disclose gender pay differences under the Equality Act 2010. This is applicable when the number of employees exceeds 250 at any point in a reporting year. During the year to the 5th of April 2024 our headcount reached 257.

Under the legislation we are required to report on the following metrics:

- Difference in the mean pay of full pay men and women (as a percentage)
- Difference in the median pay of full pay men and women (as a percentage)
- Difference in the mean bonus pay of men and women (as a percentage)
- Difference in the median bonus pay of men and women (as a percentage)
- The proportion of men and women who received a bonus.
- The proportion of full pay men and women in each of the four quartile pay bands.

We have calculated the following metrics in line with mechanisms set out in the legislation.

Metrics

DIFFERENCE BETWEEN MEN AND WOMEN	MEAN	MEDIAN
Gender Pay Gap	14.76%	3.25%
Gender Bonus Gap	100.00%	100.00%

EMPLOYEES WHO RECEIVED BONUS PAY	
Proportion Of Men	Proportion Of Women
3.54%	0.00%

Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
Men	90.57%	Men	88.68%	Men	88.68%	Men	77.78%
Women	9.43%	Women	11.32%	Women	11.32%	Women	22.22%

Overall, the structure of our workforce consists of 13.62% of women and 86.38% men.

Results – Underlying Causes

We are confident that the gender pay gap is not due to differing pay policies for men and women. Those pay and bonus gaps have arisen due to the shape of our workforce.

Creating a fair and inclusive culture has been central to our staffing strategy over many years. Our philosophy extends beyond gender and applies equally to race, religion, and an employee's background. We are confident that, people across our company are paid equally for having the same level of responsibility and doing the same job.

Some of the contributing factors that we have identified are as follows:

- Vehicle Manufacturing has historically been a male dominated industry and experience, and technical knowledge are key. This legacy will naturally take time to correct as we look to continue to develop the diversity of our workforce.
- Women are more likely to take extended breaks from work that would affect career progression.
- In general women are more likely to work part time because of required flexibility. The roles that enable part time working are generally lower paid.

As a business we have tried to address this and as a result the % of women in the upper quartile band has grown from 8.11% in 2018 to 22.22% in 2024.

How Do We Compare?

According to the Office for National Statistics, the UK's national average gender pay gaps for all employees is currently at 13.1% with full-time employees experiencing a 7.0% gap. This is the median average. At 3.25% we believe we are well below the national average in terms of gender pay gap and are always looking at ways to maintain and improve.

Actions

What we have focussed on rather than specific actions are a more general culture and approach to ensure we promote diversity and equality.

- Annual pay and bonus reviews by role.
- Regular benchmarking of salaries by role.
- Flexible Working & Working at Home Support
- Continued review of communication channels (Works Council / HR Platform)

Continuing policy

The company will continue its gender-neutral policy on pay and bonus rewards. We will continue to attract and recruit the most suitable candidates for all future vacancies based on qualifications, skills, and experience.

All the information supplied in this report is accurate and of a relevant nature.

Richard Tindall
Chief Finance Officer