



Aston Barclay Gender Pay Report 2020

Aston Barclay is one of the UK's leading providers of wholesale vehicle remarketing services. Operating from six centres, the company provides end to end services to customers from across the automotive spectrum and sells in excess of 130k vehicles per annum.

The company's focus is on providing exceptional service, care and value for money by developing a range of innovative digital platforms and routes to market to transform the traditional vehicle auction model.

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.

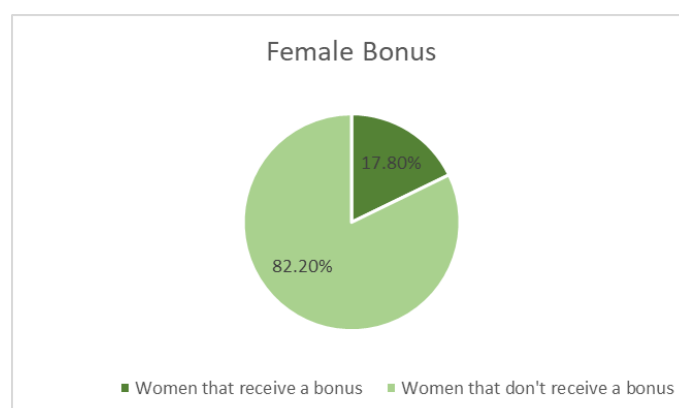
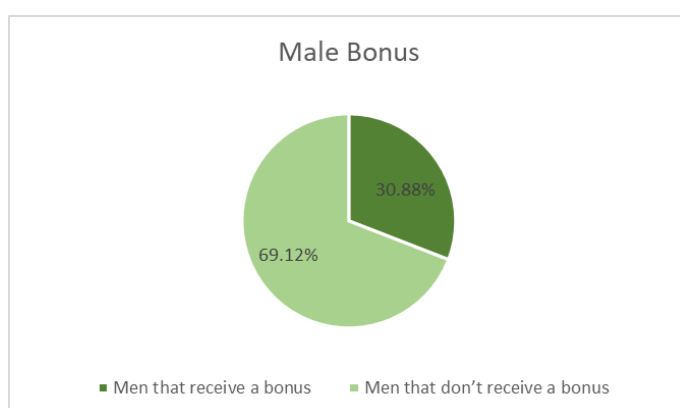
Pay and Bonus Gender Gap Calculations

	Mean	Median
Hourly Fixed Pay	36.48% On average male employees are paid more than females*	33.32% The median hourly pay for females is less than it is for males*
Bonus Paid	56.47% On average male employees receive higher bonuses than females.	-13.24% The median bonus paid for females is higher than for males.

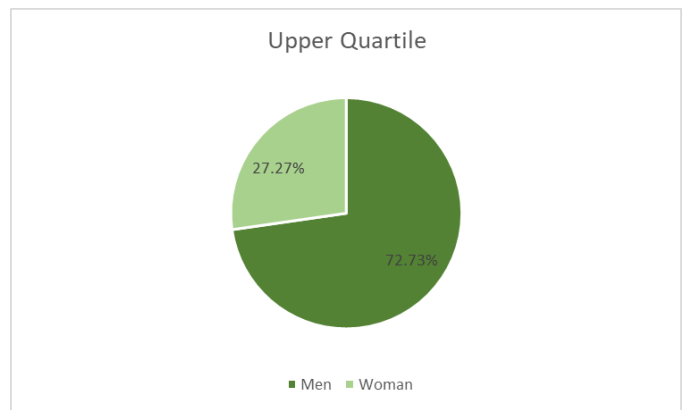
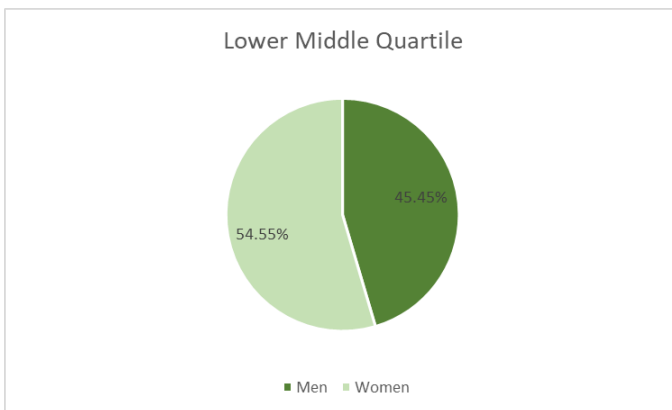
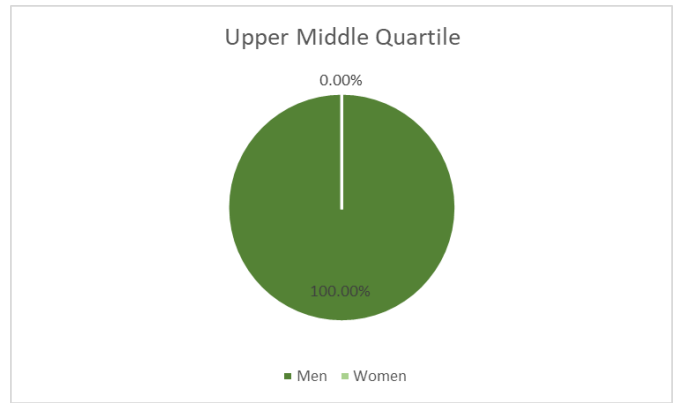
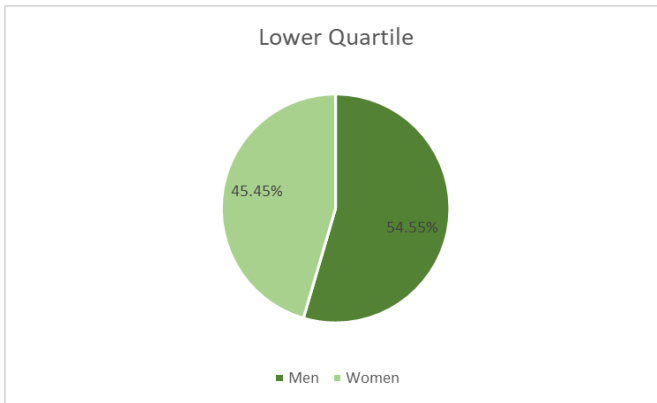
The above table shows the mean and median hourly gender pay gap and bonus pay gap, as at the snapshot taken on the 05 April 2020.

*Employees receiving less than full pay who were on furlough were excluded when calculating the average (mean) gender pay gap using hourly pay and the median gender pay gap using hourly pay.

Proportion of colleagues awarded



Pay Quartiles



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

*Employees receiving less than full pay who were on furlough on the snapshot date of 05 April 2020 were excluded when calculating the percentage of men and women in each hourly pay quarter.

We confirm the data reported is accurate:

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