



Aston Barclay Gender Pay Report 2017

Aston Barclay is one of the UK's leading providers of wholesale vehicle remarketing services. Operating from five centres, the company provides end to end services to customers from across the automotive spectrum and sells in excess of 110k 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 work place for all colleagues.

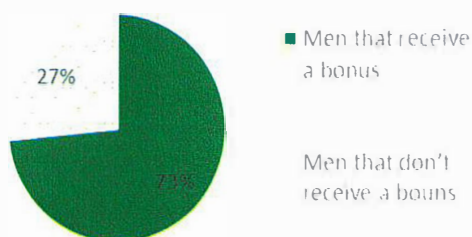
Pay and Bonus Gender Gap Calculations

	Mean	Median
Hourly Fixed Pay	24% On average male employees are paid more than female employees	-4% The median hourly pay for females is higher than it is for males
Bonus Paid	94% On average men receive higher bonuses than women	14% The median for bonuses paid is higher for males than it is for females

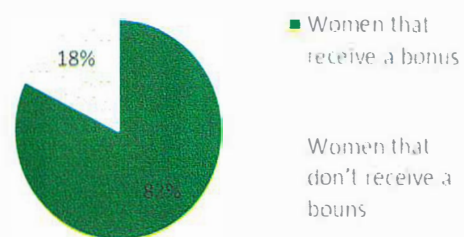
The above table shows the mean and median hourly gender pay gap and bonus pay gap, as at the snapshot taken on the 5th April 2017.

Proportion of colleagues awarded

Male Bonus

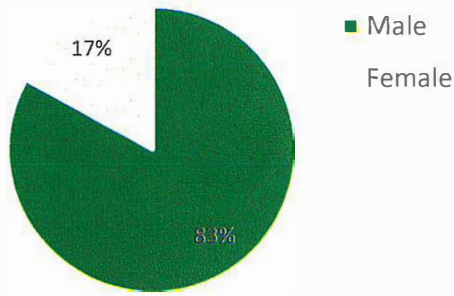


Female Bonus

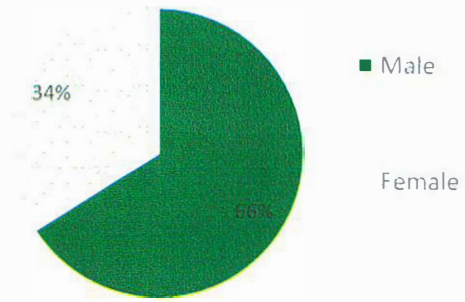


Pay Quartiles

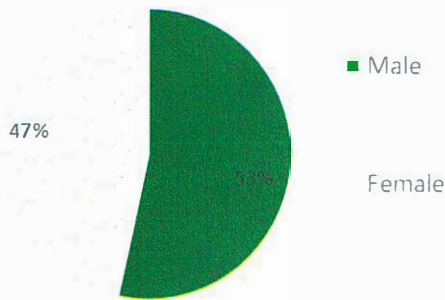
Lower Quartile



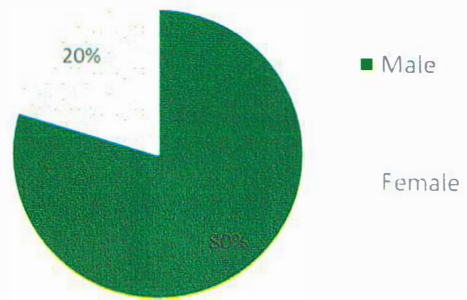
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



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

We confirm the data reported is accurate

John Crichton
Chief Financial Officer and Commercial Director

Julie Chappell
Group HR Director