



# ASTON BARCLAY GENDER PAY REPORT 2023/24

## 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.

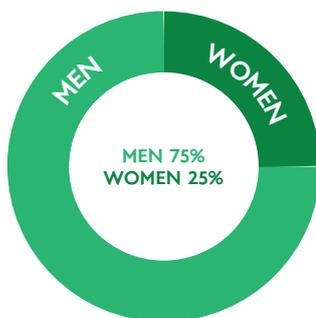
## Generating the Report & How it's Calculated

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 2023 and includes 359 employees across our 6 sites which consisted of 271 men and 88 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.





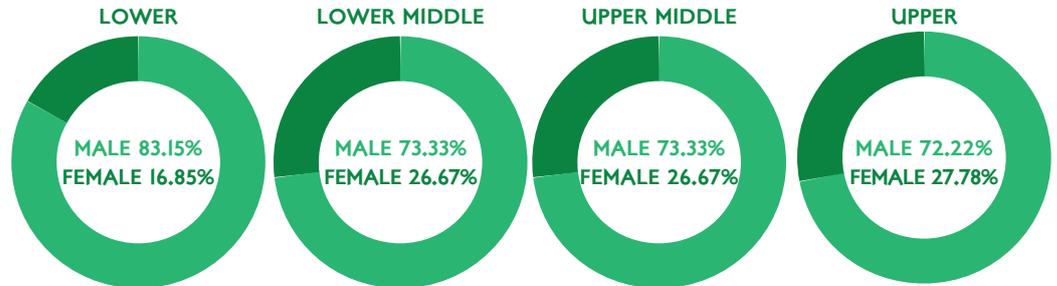
## Aston Barclays Gender Pay Gap

7.46%	-4.46%
The mean average gender pay gap	The median average gender pay gap
20.20%	48.35%
The mean average gender bonus gap	The median average gender bonus gap

This year we have seen a reduction in our mean average gender pay, down from 18.9% the prior year.

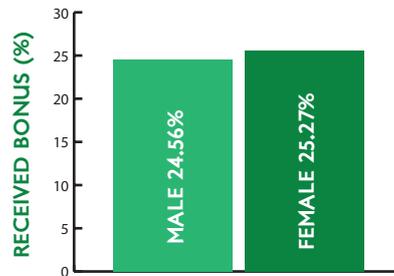
### Pay Quartiles

The above percentages show the number of men and women employed in each quartile. The mean hourly rate for males is £20.34 and the mean hourly rate for females is £18.82. 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

The proportion of men and women who received a bonus in the 12 months prior to the snapshot date:



### 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 careers by providing equitable opportunities, support and encouragement.
- 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.

Pria Khot  
Chief Financial Officer

Steph Sulston  
Chief People Officer