

GENDER PAY GAP SUMMARY

Under new regulations, UK employers with more than 250 employees must publish their gender pay gap. Analysing our gender pay gap will prove to be a critical measurement of our company. Whilst our data identifies certain gaps, we intend to be fully transparent as to any issues causing this gap.

The main cause of our gender pay gap, as with many companies, is largely due to the lack of women at the most senior levels of our company. Further reasons include industry trends seen in those applying for roles and a skills shortage for certain roles.

Although the report identifies gaps in certain areas, this largely reflects the proportion of male and female employees within the company which is mainly driven by those applying for roles with us. As a company we stand by our Equal Opportunities policy and encourage all applicants to consider a career with us.

We will use the figures from the gender pay gap in line with our recruitment and progression planning procedures to ensure that action is taken to reduce these gaps going forwards in line with our aim for everyone at our company to build and sustain a successful career with us.

Alliance Automotive UK LV Ltd	
Mean Gender Pay Gap	14%
Median Gender Pay Gap	5%
Mean Bonus Pay Gap	47%
Median Bonus Pay Gap	53%
Percentage of male relevant employees with bonus pay	30%
Percentage of female relevant employees with bonus pay	17%

	Male	Female
Lower Quartile	58%	42%
Lower Middle Quartile	69%	31%
Upper Middle Quartile	76%	24%
Upper Quartile	88%	12%

Continued...

Alliance Automotive UK CV Ltd	
Mean Gender Pay Gap	17%
Median Gender Pay Gap	14%
Mean Bonus Pay Gap	23%
Median Bonus Pay Gap	55%
Percentage of male relevant employees with bonus pay	73%
Percentage of female relevant employees with bonus pay	40%

	Male	Female
Lower Quartile	85%	15%
Lower Middle Quartile	78%	22%
Upper Middle Quartile	82%	18%
Upper Quartile	93%	7%