

Gender Pay Gap Statement (snapshot date 5th April 2023)

As an employer of over 250 employees, we are required by law to publish our gender pay gap on an annual basis.

We value our employees and pride ourselves on our fair and inclusive employee practices. Our policy has always been that regardless of gender, employees in the same role are paid equally. Diversity, Equity, and Inclusion are part of our Company Strategy, and this is discussed regularly at senior level. It is also covered in all aspects of our training and development for all employees and is a large part of our management development programme.

Sandicliffe joined the Automotive 30% Club in 2021, with an aim to attract, retain and promote diverse females within the workplace, as well as involvement with the Institute of the Motor Industry to increase all diversity in our business. We work with local schools and colleges where our female colleagues share their journeys to try to attract more females into our industry in the future.

In certain industries a pay gap can still exist if there is uneven split between the number of males and females. We actively encourage diversity in our teams through our people, policies, and practices, however the automotive industry continues to be predominantly male dominated, especially within technical and managerial roles. Our diversity and inclusion strategies and initiatives mentioned will lessen the gap, and we envisage these will improve the balance over a period of time.

Difference in mean hourly rate of pay	13.4%
Difference in median hourly rate of pay	21.4%
Difference in mean bonus pay	44.1%
Difference in median bonus pay	40.3%

	Male	Female
Percentage of employees who received bonus pay	98.1%	98.1%

Employees by pay quartile	Male	Female
Upper quartile	82.6%	17.4%
Upper Middle quartile	87.1%	12.9%
Lower Middle quartile	62.4%	37.6%
Lower quartile	70.7%	29.3%

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Leicestershire

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Loughborough

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