

GENDER PAY GAP REPORT 2023

ATS EUROMASTER – GENDER PAY GAP

This is the Gender Pay Gap report for ATS Euromaster at the snapshot date of 5 April 2023. It captures the differences in hourly pay and bonus paid to men and women in the year up to and including 5 April 2023.

WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap Regulations apply to UK employers with more than 250 employees.

The **gender pay gap** is different from **'equal pay'**.

The gender pay gap represents the difference in the average hourly earnings of men and women across a business, regardless of the role they do. The gender pay gap can be impacted by a number of factors related to the composition of the workforce, primarily the number of men and women occupying the different roles that exist across the company.

As a result of different jobs paying different rates and the number of men and women performing those jobs being variable – a gender pay gap will often exist.

This is different to **'equal pay'**, which is the difference in pay between men and women who carry out the same or similar jobs, or jobs of equal value.

MEAN AND MEDIAN – WHAT’S THE DIFFERENCE?

The **mean** gender pay gap is the difference between the average hourly rate of pay for women and men within a company.

The **median** gender pay gap shows the middle point of the group. So if all colleagues within the company were lined up in a female line and a male line, in order of pay, the median pay gap is the difference between the hourly rate of pay for the woman in the middle compared with the hourly rate of pay for the man in the middle.

	MEAN	MEDIAN
PAY GAP 2023	-22.4%	-2.2%
PAY GAP 2022	-27.4%	-4.7%

WHY IS FEMALE PAY HIGHER THAN MALE PAY AT ATS?

At ATS, 91.5% of our employees are male and 8.5% are female. This gender split is typical of the tyre and vehicle maintenance industry in which we operate.

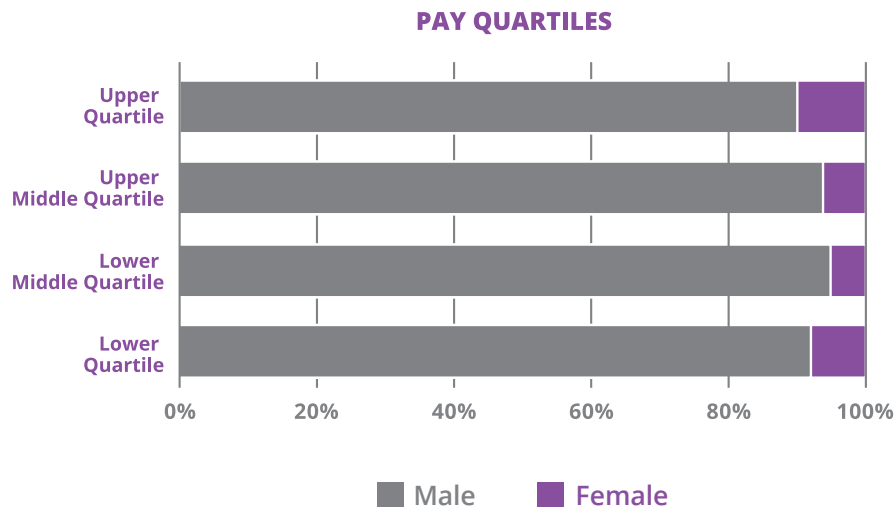
The vast majority of our male employees are employed in technician roles in our operational network. Our female population however, is more equally dispersed across operational, clerical, professional and managerial roles.

Professional and managerial roles attract higher rates of basic pay than technician and clerical roles. The comparatively high numbers of females in these type of roles mean that the underlying average female pay is higher than average male pay.



PAY QUARTILES

The graph below shows the male to female split of our workforce across four equal sized pay quartiles. The graphs show that ATS has a much higher percentage of male employees across all pay quartiles.

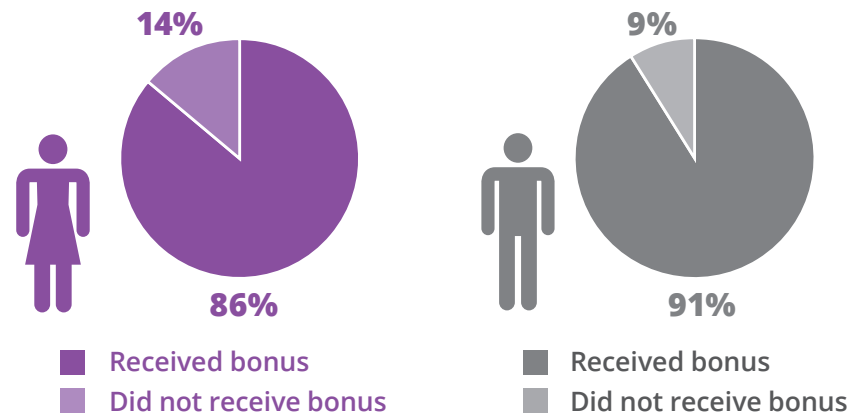


BONUS GAP

Historically ATS Euromaster has operated a number of bonus schemes for people in sales, operations and management roles.

During 2021 as part of our drive to develop a 'one ATS' culture, we extended our bonus scheme provision, to ensure that all employees across ATS Euromaster, including those in clerical and professional roles, now have the opportunity to earn a bonus.

The outcome of this action can be seen in the graph below which shows that in 2023, 91% of male employees received a bonus payment, and 86% of females, compared to 2022 where 86% of male employees received bonus with only 27% of females receiving bonus.



SUMMARY

We are confident that men and women are paid equally for doing equivalent jobs across the organisation. Our gender pay gap is very much the product of our workforce composition.

The pay structures in place across the organisation are gender neutral by design and are reviewed regularly. We continue to see healthy levels of female representation in management and executive positions and we have been actively working to replicate this success across our operational network.

In 2023 we increased the number of females in operational roles by 69%. This was helped by attracting female candidates through our fast track technician programme and our entry level schemes for industrial trainees and apprentices.

ATS works hard to establish a diverse and inclusive culture that represents the communities we serve and this is brought to life through our policies and working practices.

Going forward we will

- Continue to challenge our recruitment practices and develop new approaches. This will help us attract a more diverse range of applicants and thus encourage more women into technical and operational roles
- Monitor levels of pay and bonus across the organisation and continue to ensure that our pay structures remain gender neutral and support our drive towards a diverse and representative workforce

I can confirm that the data outlined above has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Nick Harley

Managing Director

March 2024

