



## Gender Pay Gap Report 2023

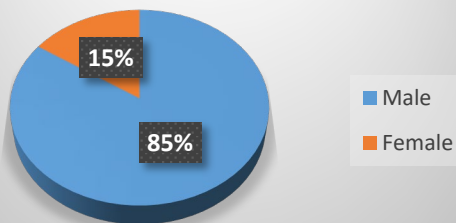
### The Figures at a Glance:

The Table below shows our overall median and mean gender pay data based on hourly rates of pay as at the snapshot date of 5<sup>th</sup> of April 2023. It also shows the median and mean bonus pay data.

	Mean	Median
Gender Pay Gap	36.3%	30.9%
Gender Bonus Pay Gap	52.2%	-2.5%



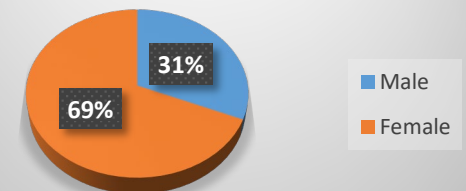
### Alton Cars Staff



### A note on Gender Identity at Alton Cars

Whilst gender pay gap reporting regulations require us to categorise employees as male or female, we at Alton Cars Ltd recognise that gender is not Binary and that some of our colleagues may not identify as male or female. This report has been based on our data as shown in our HR system which is populated by our own Employees.

### Alton Cars Staff that recieved a Bonus



### Understanding Alton's Gender Pay Data

Reward and Remuneration are one of Alton Car's People Strategy highest priority. Especially given the continued challenge in the Automotive industry in terms of salaries that are being offered due to the workforce availability. Our Reward systems aim to recognise the work that our people put in. We monitor remuneration continually throughout the year and regularly review Salaries & Bonus for all Staff.

We have commented previously about the split of Female Workers versus Male workers in that we have a significantly lower representation of Female Workers. Alton Cars Ltd do what they can to attract more Females into the industry, especially in our technical and managerial roles. We do not make any decisions however when recruiting and will always select the best candidate for the role irrelevant of Gender. Despite this there is a noticeable lack of female applicants when advertising our technician roles, which in turn has the impact on our Gender Pay Data. Equally this is consistent across our competitors.

In regard to equal pay where both Male and Female do the same role (which there are a number of examples) there are no differences in pay. Equally when it comes to Bonus, on average, more females are paid bonus, and at the median point, females are paid more bonus than males.

An additional contributing factor to our Gender Pay Gap is that there are only 3 females within our Senior Team. Again, there is a noticeable lack of female applicants for the roles that do become available.



### About Us and Our Industry

Alton Cars Ltd.'s primary function as a business is to repair theft and accident damaged vehicles. One of the key things that impacts the figures is that out of the industry workforce around 13% of Women work in the repair of motor vehicles. As you will note from the above breakdown of staff, we are above this trend for split of male vs female.

Alton Cars makes every effort to encourage more women to apply at Alton Cars wherever possible.