



GSM Automotive is required by law to publish an annual gender pay gap report.

This is our report for the snapshot date of 5 April 2019.

- The mean gender pay gap for GSM is +25%
- The median gender pay gap for GSM is +20.5%
- The mean gender bonus gap for GSM is +67.5%
- The median gender bonus gap for GSM is +75%
- The proportion of male Team Members in GSM receiving a bonus is 6.1% and the proportion of female Team Members receiving a bonus is 1.7%.

### Pay Quartiles by Gender

Band	Males	Females	Description
A	50%	50%	Includes all Team Members whose standard hourly rate places them at or below the lower quartile
B	37.9%	62.1%	Includes all Team Members whose standard hourly rate places them above the lower quartile but at or below the median
C	55.5%	45.5%	Includes all Team Members whose standard hourly rate places them above the median but at or below the upper quartile
D	77%	22%	Includes all Team Members whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### What are the underlying causes of GSM's Gender Pay Gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

GSM is committed to the principle of equal opportunities and equal treatment for all Team Members, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy / maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying Team Members equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).



GSM is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of our industry sector, and the roles in which men and women work within the Company, and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially Management roles at the top of organisations), and this is evidenced in Band D above.

GSM's Team Members have been divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees and Band D covering the highest-paid 25%.

In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, GSM's workforce is made up from 57% males and 43% females, so this ratio is not going to be achieved in the short term.

#### **What are we doing to address the Gender Pay Gap?**

This is not a subject about which GSM is complacent, and it is committed to doing everything that it can to reduce the gap. However, we also recognise that our scope to act is limited in some areas.

Over the last two years, we have already reduced both the mean (from +32.5%) and median (from 25.8%) gender pay gap. We have been successful in recruiting more males in the lower two quartiles.

In the shorter term, we will continue to focus on the two middle quartiles where the differential is at its closest.

In the longer term, we will increase our efforts to recruit more females into management positions.

I, Andrew C. Farthing, Chief Executive Officer, confirm that the information in this statement is accurate.

Signed

A handwritten signature in black ink, appearing to read 'A. Farthing', written over a faint grid background.

Date

30 October 2019