

GENDER PAY GAP REPORTING

AKTRION MANAGEMENT SUPPORT SERVICES LIMITED (TRADING AS AKTRION AUTOMOTIVE)

The gender pay gap is a measure designed to show the difference between the gross hourly earnings for all men in an organisation and the gross hourly earnings for all women. The below figures relate to all employees in a contract of employment; this includes a contract of apprenticeship or a contract personally to do work.

Currently the national gender pay gap in the UK – released by Office of National Statistics - stands at 18.1%, while Aktrion Automotive has found a reverse difference of -9.9% between male and female gross hourly earnings. This means that women overall are earning more than men.

Publishing these initial findings is the first step in our plan to address pay gaps for different employee groups and follows a major audit into the salaries of Aktrion Automotive's entire UK workforce of people (which includes casual employees).

Aktrion Automotive needs to consider reducing the gap from women earnings being higher than men. Having said this, Aktrion Automotive is looking to recruit more women in senior leadership roles.

Due to the nature of our business there are various reasons for the difference in the pay gap. Briefly, these are as follows:

- Due to contracts transferring (i.e. TUPE) from different outsourcing companies this creates a difference in pay for employees working at different customer sites.
- Customers influence the pay of employees.
- Terms – we offer our workforce different terms of engagement, ranging from zero-hour worker contracts, employment contracts and casual staff agreements.

This audit, as well as compulsory, is part of Aktrion's global, long-term commitment to promoting equality, diversity and inclusion through comprehensive strategies, communication, training and monitoring programmes. Aktrion believes that there are positive benefits that gender balance has on business outcomes. Aktrion, globally and locally, remains committed to pursuing initiatives to improve gender balance and reduce its gender pay gap even further.

Our current initiatives include:

- Initiatives designed to reduce the pay gap.
- Aspirational targets for the representation of women in leadership positions.

Please note that we apply equal pay (this includes hourly pay) for equal work at the customer sites that we operate in. Also, the below statistics illustrate a difference in pay for different types of roles, jobs and part-time work etc. The above gender pay gap is not indicative of an equal pay issue, but it is the proportion and difference in pay across the board.

Aktrion hopes you have found the above narrative useful.

Mean and median pay and bonus		
	MEAN	MEDIAN
Gender Pay Gap	-9.9%	-7.8%
Gender Bonus Gap	35.6%	46.4%

Proportion of employees receiving a bonus			
MALE	3.9%	FEMALE	17.8%

Proportion of employees in each pay quartile		
PAY QUARTILE	MALE	FEMALE
Upper	77.0%	23.0%
Upper Middle	91.8%	8.2%
Lower Middle	89.0%	11.0%
Lower	86.5%	13.5%

Approved and signed by Legal Director