

SYNETIQ Ltd Gender Pay Gap Statement for snapshot date 5th April 2023

SYNETIQ traditionally employs a higher population of males, with 76.3% male and 23.7% female out of 792 colleagues at the time of our snapshot date 5th April 2023.

We are committed to promoting equality, value diversity and treat everyone fairly. As we employ more than 250 people we are required by the Government to publish details of any gender pay gap specifically the difference in average female earnings to average male earnings.

We utilise pay scales for our job roles, with all roles independently benchmarked and reviewed annually. Colleagues are paid equally in the same roles, irrespective of gender, age (unless experience is a significant factor) and length of service.

Our Latest Gender Pay Audit

We completed a gender pay audit for April 2023 and this confirmed that:

- The mean pay gap is 4%
- The median pay gap is 2.1%
- Both indicators are lower than the UK national average (mean 7.7%, median 14.3%).
- For our industry sector, the national average mean was 13.1% and median 13.2%.

This pay gap reflects the wide range of job roles available, the predominance of male colleagues within the automotive sector, and changes year on year to reflect both leavers and starters throughout the year.

Some jobs traditionally naturally attract more male applicants and we are working to improve and challenge this positively with every vacancy we have. We aim to recruit females into our dismantling apprenticeship programme for example and change the traditional face of automotive from being male orientated to celebrating women in our industry. Although we have a higher-than-average proportion of men in our workforce, we also have more men in lower paid entry level roles in the organisation. Although we have a higher-than-average proportion of men in our workforce, we also have more men in lower paid entry level roles in the organisation, the headcount for our entry level workforce as of April 2024 is 399 with 25% being female and 75% being male.

Reducing this gap is a long term goal for us. Careers in automotive specific roles in particular can take time and experience to develop. An interest in the operations and repair of vehicles is traditionally something males are more likely to be interested in, with regards to hobbies and interests. We continually goal is to work with colleges and employment providers to challenge these norms. These stats will increase with our efforts to drive equality and diversity.

Our gender gap reminds us to keep reinforcing our recruitment and selection processes and policies and procedures to be fair and equal, without discrimination and to keep encouraging and supporting our workforce to develop in their chosen career path.

We will be carrying out annual equal pay audits to ensure there is fairness across the range of roles we have as well as improve outreach to have a more diverse and inclusive workforce. In particular, we will improve our employee data to be able to:

- Understand if we have any gender or ethnicity pay gaps
- Continue our progress in assessing how we attract candidates and recruit more women into our male dominated roles, taking any necessary steps to ensure shortlists contain a mix of male and female and ethnic diversities
- Review our bonus schemes and see how a wider audience can participate in these
- Explore how our learning and development practices and people policies support women to reach their full potential
- Deliver more in-depth training solutions on Unconscious Bias and Equality & Diversity and make this compulsory training for all
- Identify a series of practical initiatives that will support women in career development and aspirations with SYNETIQ.

Our Gender Pay Gap Statistics Summary Report

Measure	2023	
SYNETIQ overall mean (average) women’s hourly rate	4.0% lower than males	
SYNETIQ overall median women’s hourly rate	2.1% lower than males	
Upper hourly pay quarter	78% Male	22% Female
Upper middle hourly pay quarter	86% Male	14% Female
Lower middle hourly pay quarter	63% Male	37% Female
Lower hourly pay quarter	73% Male	27% Female
Percentage of male and female employees who received bonus pay	79.1% Male	75.5% Female
Mean (average) gender pay gap using bonus pay	12%	
Median gender pay gap using bonus pay	0%	

I confirm this published information is true and accurate

Tom Rumboll
CEO