

SYNETIQ Ltd Gender Pay Gap Statement for snapshot date 5th April 2021

Context

Founded in 2019 from the merger of four companies, SYNETIQ provides salvage auction services for insurers, police forces accident management companies, and other public and private sellers. We are also a leading seller of reusable "Green Parts" that are dismantled from salvage vehicles and reused in the automotive supply chain.

SYNETIQ leads the way in raising industry standards and continually innovates ways of working, to deliver maximum economic and environmental impact from every vehicle received. SYNETIQ are committed to sustainability, compliance and a positive experience for our clients, customers and colleagues.

SYNETIQ traditionally employs a higher population of males, with 83.5% male and 16.5% female out of 469 colleagues at the time of our snapshot date 5th April 2021. (This has increased from the previous year where we had 84.5% of the team being male, and 15.5% female, and the year prior to that 85.2% of colleagues were male 14.8% female).

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. This is our second Gender Pay Gap report/statement.

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.

The average female employee earns 1.8% less than the average male employee (3.4% last year so closing the gap). 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.

Gender Pay Audit April 2021

We completed a gender pay audit for April 2021 and this confirmed that:

- Our Gender Pay Gap at 1.8% is less than the national average for all employees
- 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.

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. Our goal is to work with colleges and employment providers to challenge these norms.

Leadership Population

In our team leader/specialists population, 24% are female and in our middle manager population, 12% are female and 22% female in senior leadership team. In our SYNETIQ Board, our most senior leadership team (non-shareholder level), 33% are female. These stats will increase with our efforts to drive equality and diversity.

Our gender gap, at 1.8%, 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 further 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	2021		2020	
SYNETIQ overall mean (average) women's hourly rate	1.8% lower than males		3.4% lower than males	
SYNETIQ overall median women's hourly rate	4.9% lower than males		5% lower than males	
Upper hourly pay quarter	80% Male	20% Female	87% Male	13% Female
Upper middle hourly pay quarter	92% Male	8% Female	89% Male	11% Female
Lower middle hourly pay quarter	83% Male	17% Female	84% Male	16% Female
Lower hourly pay quarter	83% Male	17% Female	84% Male	16% Female
Who received bonus pay	90.3% Male	85.5% Female	2.6% Male	0% Female
Mean (average) gender pay gap using bonus pay	86%		87%	
Median gender pay gap using bonus pay	1%		46%	

I confirm this published information is true and accurate

Tom Rumboll
CEO