

Gender Pay Gap

MEDIAN PAY GAP
26.9%

MEAN PAY GAP
42.6%

Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP
94.0%

MEAN BONUS PAY GAP
99.6%

Proportion of men & women receiving a bonus

2.3%
of men
received a bonus



1.4%
of women
received a bonus



Equal Opportunities

XANDOR Automotive shall base employee related decisions upon merit, qualifications and other professional criteria.

The UK Government's new Gender Pay Gap legislation requires that all companies in Great Britain with more than 250 employees publish their gender pay gap on an annual basis. In the spirit of the legislation, XANDOR Automotive has voluntarily published data for all businesses in our group.

Given the nature of our industry which is manufacturing and engineering, sadly historically less women have been attracted to careers in this sector and our Gender Pay Gap data reflects this. XANDOR Automotive is working with schools, colleges and universities to encourage more females to pursue careers in this exciting sector. We are pleased to see more women progressing within our business through our development initiatives.

These figures have been affected by furlough.

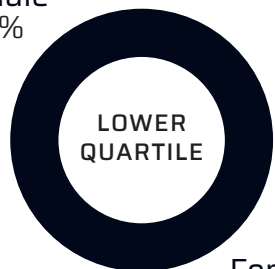
DECLARATION

I confirm that the information and data reported is accurate and meets the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

ANDREW WOOLLEY
HR DIRECTOR

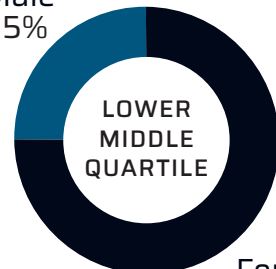
Proportion of men & women in each pay quartile

Male
0%



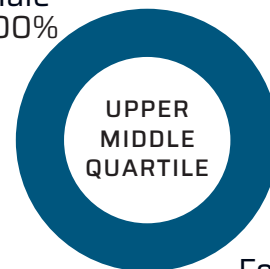
Female
100%

Male
25%



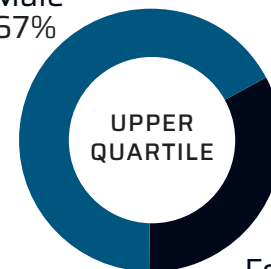
Female
75%

Male
100%



Female
0%

Male
67%



Female
33%

Gender Pay Gap

MEDIAN PAY GAP
20.6%

MEAN PAY GAP
40.6%

Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP
0.0%

MEAN BONUS PAY GAP
0.0%

Proportion of men & women receiving a bonus

0.7%
of men
received a bonus



0.6%
of women
received a bonus



Equal Opportunities

XANDOR Automotive shall base employee related decisions upon merit, qualifications and other professional criteria.

The UK Government's new Gender Pay Gap legislation requires that all companies in Great Britain with more than 250 employees publish their gender pay gap on an annual basis. In the spirit of the legislation, XANDOR Automotive has voluntarily published data for all businesses in our group.

Given the nature of our industry which is manufacturing and engineering, sadly historically less women have been attracted to careers in this sector and our Gender Pay Gap data reflects this. XANDOR Automotive is working with schools, colleges and universities to encourage more females to pursue careers in this exciting sector. We are pleased to see more women progressing within our business through our development initiatives.

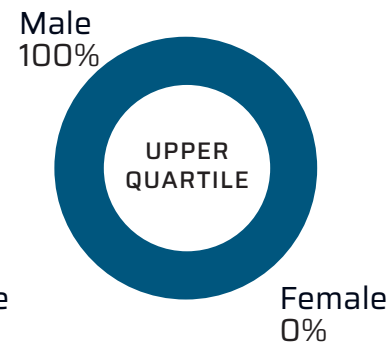
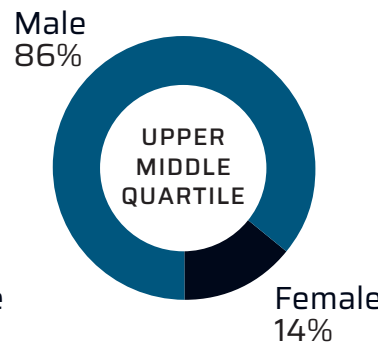
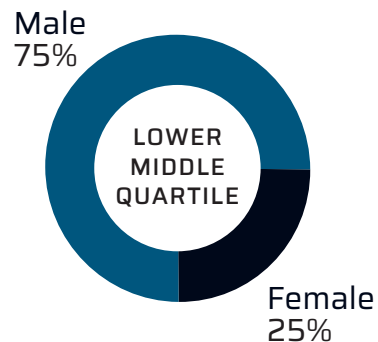
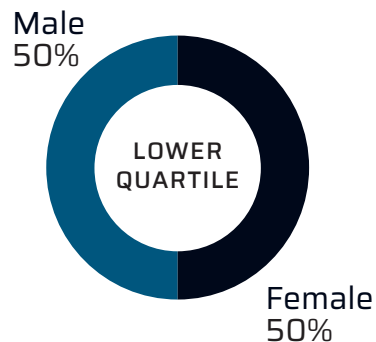
These figures have been affected by furlough.

DECLARATION

I confirm that the information and data reported is accurate and meets the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

ANDREW WOOLLEY
HR DIRECTOR

Proportion of men & women in each pay quartile



Gender Pay Gap

MEDIAN PAY GAP
45.7%

MEAN PAY GAP
38.8%

Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP
33.3%

MEAN BONUS PAY GAP
99.6%

Proportion of men & women receiving a bonus

2.7%
of men
received a bonus



2.5%
of women
received a bonus



Equal Opportunities

XANDOR Automotive shall base employee related decisions upon merit, qualifications and other professional criteria.

The UK Government's new Gender Pay Gap legislation requires that all companies in Great Britain with more than 250 employees publish their gender pay gap on an annual basis. In the spirit of the legislation, XANDOR Automotive has voluntarily published data for all businesses in our group.

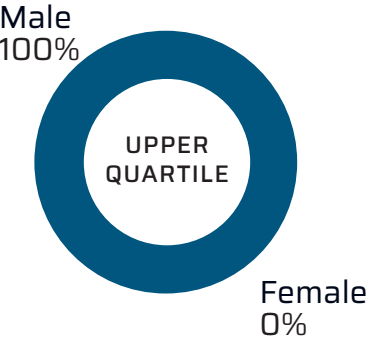
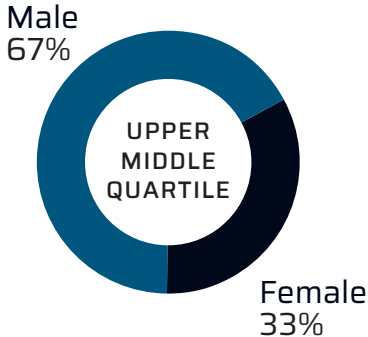
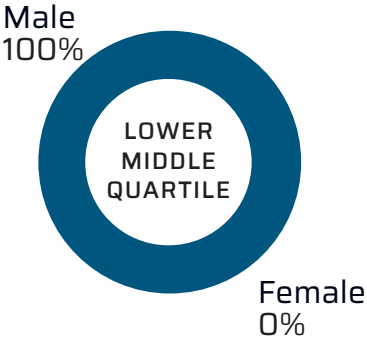
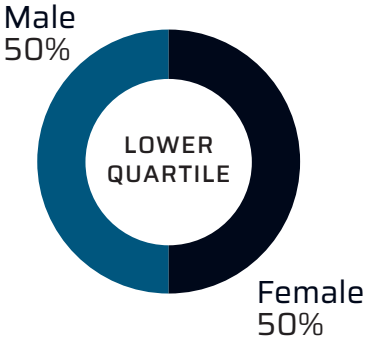
Given the nature of our industry which is manufacturing and engineering, sadly historically less women have been attracted to careers in this sector and our Gender Pay Gap data reflects this. XANDOR Automotive is working with schools, colleges and universities to encourage more females to pursue careers in this exciting sector. We are pleased to see more women progressing within our business through our development initiatives.

These figures have been affected by furlough.

DECLARATION
I confirm that the information and data reported is accurate and meets the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

ANDREW WOOLLEY
HR DIRECTOR

Proportion of men & women in each pay quartile



Gender Pay Gap

MEDIAN PAY GAP

26.4%

IN FAVOUR OF WOMEN

MEAN PAY GAP

26.4%

IN FAVOUR OF WOMEN

Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP

100%

MEAN BONUS PAY GAP

100%

Proportion of men & women receiving a bonus

2.8%
of men
received a bonus



0%
of women
received a bonus



Equal Opportunities

XANDOR Automotive shall base employee related decisions upon merit, qualifications and other professional criteria.

The UK Government's new Gender Pay Gap legislation requires that all companies in Great Britain with more than 250 employees publish their gender pay gap on an annual basis. In the spirit of the legislation, XANDOR Automotive has voluntarily published data for all businesses in our group.

Given the nature of our industry which is manufacturing and engineering, sadly historically less women have been attracted to careers in this sector and our Gender Pay Gap data reflects this. XANDOR Automotive is working with schools, colleges and universities to encourage more females to pursue careers in this exciting sector. We are pleased to see more women progressing within our business through our development initiatives.

These figures have been affected by furlough.

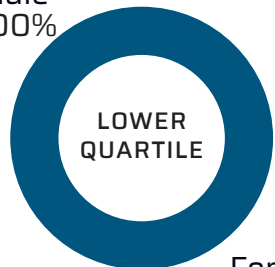
DECLARATION

I confirm that the information and data reported is accurate and meets the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

ANDREW WOOLLEY
HR DIRECTOR

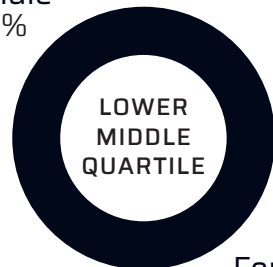
Proportion of men & women in each pay quartile

Male
100%



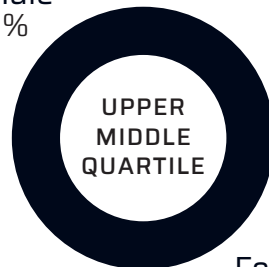
Female
0%

Male
0%



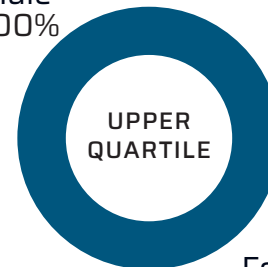
Female
100%

Male
0%



Female
100%

Male
100%



Female
0%

Gender Pay Gap

MEDIAN PAY GAP
54.8%

MEAN PAY GAP
49.1%

Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP
26.6%

MEAN BONUS PAY GAP
16.4%

Proportion of men & women receiving a bonus

7.8%
of men
received a bonus



16.7%
of women
received a bonus



Equal Opportunities

XANDOR Automotive shall base employee related decisions upon merit, qualifications and other professional criteria.

The UK Government's new Gender Pay Gap legislation requires that all companies in Great Britain with more than 250 employees publish their gender pay gap on an annual basis. In the spirit of the legislation, XANDOR Automotive has voluntarily published data for all businesses in our group.

Given the nature of our industry which is manufacturing and engineering, sadly historically less women have been attracted to careers in this sector and our Gender Pay Gap data reflects this. XANDOR Automotive is working with schools, colleges and universities to encourage more females to pursue careers in this exciting sector. We are pleased to see more women progressing within our business through our development initiatives.

These figures have been affected by furlough.

DECLARATION

I confirm that the information and data reported is accurate and meets the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

ANDREW WOOLLEY
HR DIRECTOR

Proportion of men & women in each pay quartile

