

Gender Pay Gap

MEDIAN PAY GAP

6.1%

MEAN PAY GAP

5.9%

Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP

0.0%

MEAN BONUS PAY GAP

0.0%

Proportion of men & women receiving a bonus

0.0%
of men
received a bonus



0.0%
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.

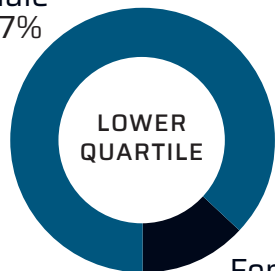
DECLARATION

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

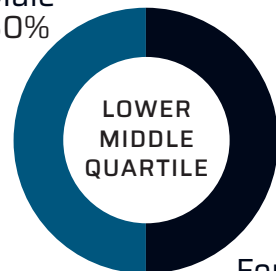
Proportion of men & women in each pay quartile

Male
87%



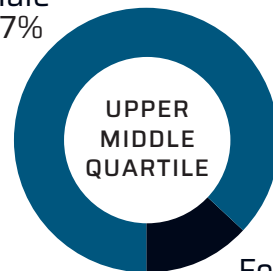
Female
13%

Male
50%



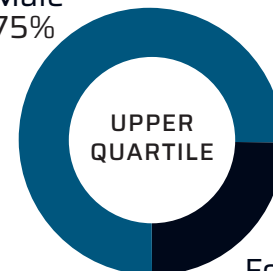
Female
50%

Male
87%



Female
13%

Male
75%



Female
25%

Gender Pay Gap

MEDIAN PAY GAP

0.0%

MEAN PAY GAP

7.1%

Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP

0.0%

MEAN BONUS PAY GAP

86.6%

Proportion of men & women receiving a bonus

1.2%
of men
received a bonus



0.7%
of women
received a bonus



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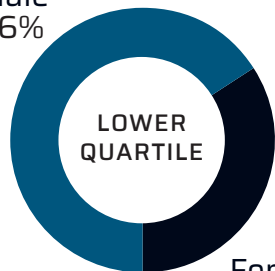
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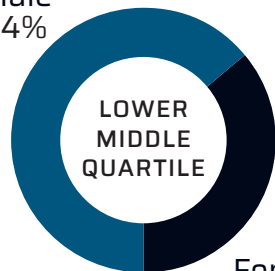
Proportion of men & women in each pay quartile

Male
66%



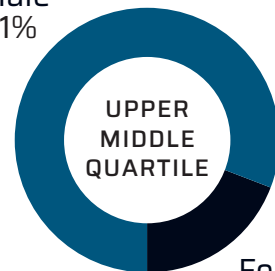
Female
34%

Male
64%



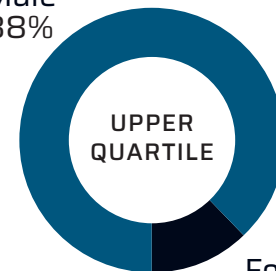
Female
36%

Male
81%



Female
19%

Male
88%



Female
12%

Gender Pay Gap

MEDIAN PAY GAP
3.5%


MEAN PAY GAP
17.5%


Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP
0.0%

MEAN BONUS PAY GAP
1.8%

Proportion of men & women receiving a bonus

57.6%
of men received a bonus 

49.3%
of women received a bonus 

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Proportion of men & women in each pay quartile

Quartile	Male	Female
LOWER QUARTILE	75%	25%
LOWER MIDDLE QUARTILE	51%	49%
UPPER MIDDLE QUARTILE	55%	45%
UPPER QUARTILE	93%	7%

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Gender Pay Gap

MEDIAN PAY GAP

14.4%

IN FAVOUR OF WOMEN

MEAN PAY GAP

10.8%

IN FAVOUR OF WOMEN

Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP

0.0%

MEAN BONUS PAY GAP

0.0%

Proportion of men & women receiving a bonus

0.0%
of men
received a bonus



0.0%
of women
received a bonus



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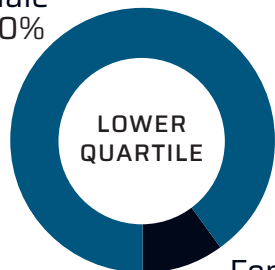
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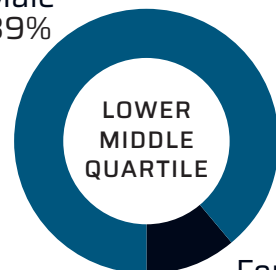
Proportion of men & women in each pay quartile

Male
90%



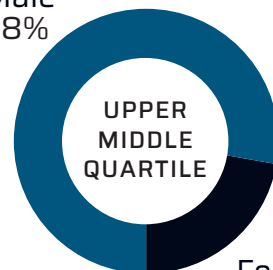
Female
10%

Male
89%



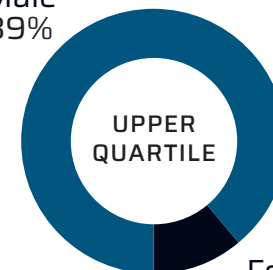
Female
11%

Male
78%



Female
22%

Male
89%



Female
11%

Gender Pay Gap

MEDIAN PAY GAP
24.5%

MEAN PAY GAP
15.9%

Gender Bonus Pay Gap

MEDIAN BONUS PAY GAP
100%

MEAN BONUS PAY GAP
100%

Proportion of men & women receiving a bonus

4.3%
of men
received a bonus



0.0%
of women
received a bonus



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Proportion of men & women in each pay quartile

