

Peugeot Citroën Automobiles UK Ltd Gender Pay Gap Results 2021

Please see below the 2021 Gender Pay Gap results for employees of Peugeot Citroën Automobiles UK Ltd:

Employer	Employer Size	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in top pay quartile	% Who received bonus pay (Women)	% Who received bonus pay (Men)	% Difference in bonus pay (Mean)	% Difference in bonus pay (Median)
PCA UK Ltd 2021	250 - 499	17.13%	20.58%	66.67%	40.00%	23.53%	26.92%	85.95%	91.35%	22.00%	44.49%
PCA UK Ltd 2020	250 - 499	25.20%	31.30%	58.30%	40.00%	25.00%	14.30%	79.50%	92.50%	8.90%	48.60%
PCA UK Ltd 2019	250 - 499	16.40%	12.70%	51.20%	30.50%	29.60%	19.80%	81.80%	90.40%	35.20%	36.90%
PCA UK Ltd 2018	250 - 499	19.60%	17.60%	54.80%	37.20%	24.50%	19.30%	35.40%	44.10%	33.60%	13.80%
PCA UK Ltd 2017	250 - 499	21.90%	22.30%	34.50%	32.20%	27.40%	17.90%	91.90%	96.80%	58.20%	44.70%
		0% would mean that there is no gender pay gap between the hourly rates for men and women.		Women represented 38.83% in this reporting period. Any move towards this percentage is seen as a positive.				These percentages should be equal if the same proportion of men and women receive bonus pay.		0% would mean that there is no gender pay gap between the bonus payments for men and women.	

Peugeot Citroën Automobiles UK Ltd is part of the Stellantis group, which was formed in 2021 following the merger of Groupe PSA and Fiat Chrysler Automobiles. The organisational purpose of the global group is 'powered by our diversity, we lead the way the world moves'. Our Senior Vice president & Stellantis Country Manager UK, Alison Jones, is committed to leading a more proactive approach to promoting gender diversity and professional equality, regardless of gender.

In the fifth year of Gender Pay reporting, Peugeot Citroën Automobiles UK Ltd is reporting an improvement in several of the measures compared to last year. There does remain evidence of a gender pay gap in some of the measures above, which we continue to look to address as part of our overall action plan. However, it is important to note that the Gender Pay Gap results for 2020/2021 have been impacted by furlough, with over 29% of the PCA workforce being furloughed on 5th April 2021, and therefore unable to be included in the first six measures of the analysis. The under-representation of females in senior roles within the organisation continues to be a challenge that we recognise and are actively taking steps to address.

Within Peugeot Citroën Automobiles UK Ltd, we have taken a number of positive actions this year, which include conducting a Diversity & Inclusion survey to understand the demographics of our organisation in more detail. The findings of this survey have contributed to identifying initiatives and actions that we need to take, such as further enhancing some of our already comprehensive Family Friendly provisions. We will also shortly be launching a Diversity and Inclusion audit to review our current HR policies and processes, in order to identify any barriers to females, and other minority groups, from contributing and developing within the Company. As a global organisation, we will be undertaking a range of training and development activities for all employees to raise awareness of our Diversity & Inclusion strategy. We will continue to analyse and identify potential reasons for any gender pay gap, after taking into account the effect of furlough on our results.

Following the creation of Stellantis, the different employee resource groups dedicated to gender equality have merged and relaunched as Women of Stellantis. The group includes individuals from across the UK business and aims to support gender equality within the organisation through activities undertaken by three working parties: Business & Commerce, Support & Professional Development and Community & Communication. The three working parties collaborate cross-functionally to implement innovative solutions to potential blockers to our female employees progressing within the organisation.

Additionally, we continue to be a member of the Automotive 30% club, a network of companies operating within the automotive industry, who commit to undertake initiatives and actions, with the aim of achieving a better gender balance within the industry. We plan to draw on the advice and guidance provided by this network, and to share best practice in order to identify further areas for improvement.

Finally, although not fully reflected in the 2020/2021 Gender Pay Gap results due to the reporting timeframe, we are pleased that our actions have resulted in a number of recent appointments of senior female leaders across the business.

If you would like further information regarding Gender Pay Gap reporting or Gender Pay Gap results, please visit the government website via <https://gender-pay-gap.service.gov.uk/>