

Peugeot Citroen Automobiles UK Ltd Gender Pay Gap Results 2020

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 2020	250 - 499	25.24%	31.25%	58.33%	40.00%	25.00%	14.29%	79.51%	92.49%	8.94%	48.62%
		0% would mean pay is equal between men and women		Women represented 34.27% 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 indicate that actual bonus payments are equal for men and women.	

In the fourth year of Gender Pay reporting Peugeot Citroen Automobiles has reported a negative pay gap in the majority of the measures, which is in line with the data reported in previous years. However, it is important to note that the Gender Pay Gap results for 2020 have been partially impacted by furlough, with 65% of the PCA workforce being furloughed on 5th April 2020 and therefore unable to be included in the first 6 measures of the analysis.

We recognise that there continues to be an under-representation of females in senior management roles within the organisation. We continue to review our HR policies and processes to identify and remove any potential blockers to our employees contributing and progressing within the business.

Within the UK we have a renewed focus on our Diversity & Inclusion strategy and will be undertaking a range of training and development activities for all employees, with a specific programme for our Leadership team. Within the Stellantis group (of which Peugeot Citroen Automobiles is a part), we are shortly due to relaunch our Women's Network, which aims to support gender equality within the business, with members contributing to cross-functional innovation projects and implementing a range of initiatives. We are also members 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.

During the pandemic, we also moved to a permanent model of remote working for our office-based workforce. In relation to gender equality this brings the following benefits - internally, our employees have greater flexibility in when and where they work, opening up greater opportunities for internal progression, and externally, we are able to reach a wider candidate pool when hiring.

Peugeot Citroen Automobiles is part of the global Stellantis group, which was established following the merger between Groupe PSA and Fiat Chrysler Automobiles in January 2021. The group has adopted a proactive policy to promoting gender diversity and professional equality between men and women. Alongside all of our current initiatives we will continue to work to analyse and identify potential reasons for any gender pay gap, after taking into account the impact of furlough on our results, and are committed to implementing actions to address the causes of these.

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/>.