

Vauxhall Motors Ltd & IBC Vehicles 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)
Vauxhall Motors Ltd 2020	1000 - 4999	13.66%	13.14%	24.68%	29.07%	24.69%	19.51%	85.52%	92.77%	-22.82%	-8.53%
		0% would mean pay is equal between men and women		Women represented 24.5% 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.		

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)
IBC Vehicles Ltd 2020	1000 - 4999	12.13%	7.02%	8.33%	11.11%	8.33%	0%	60.22%	70.75%	30.18%	0.00%
		0% would mean pay is equal between men and women		Women represented 6.12% 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, both Vauxhall Motors and IBC Vehicles have reported a negative pay gap in the majority of the measures. For Vauxhall Motors this reflects a change to the data reported in previous years, however the negative pay gap is in line with the data reported in previous years for IBC Vehicles. It is important to note that the Gender Pay Gap results for 2020 have been largely impacted by furlough, with 82% of the Vauxhall workforce and 97% of the IBC workforce being furloughed on 5th April 2020 and therefore unable to be included in the first 6 measures of the analysis. The majority of the employees that were on furlough on the snapshot date were males, as males continue to occupy most of the production roles within Vauxhall.

We recognise that there continues to be an under-representation of females at all levels within our Manufacturing operation, and within the larger organisation in senior management roles. 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 Vauxhall Motors and IBC Vehicles are 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.

Vauxhall Motors and IBC Vehicles are 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/>.