

Gender Pay Gap Results 2021

Vauxhall Motors Ltd & IBC Vehicles Ltd

Please see below the 2021 Gender Pay Gap results for employees of Vauxhall Motors Ltd and IBC Vehicles 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)
Vauxhall Motors Ltd 2021	1000 - 4999	4.58%	-6.19%	20.35%	8.42%	16.30%	15.85%	98.98%	99.19%	-2.49%	-8.74%
Vauxhall Motors Ltd 2020	1000 - 4999	13.66%	13.10%	24.70%	29.10%	24.70%	19.50%	85.50%	92.80%	-22.80%	-8.50%
Vauxhall Motors Ltd 2019	1000 - 4999	-4.40%	-9.50%	17.70%	2.60%	13.60%	16.60%	91.10%	94.30%	-16.00%	-15.80%
Vauxhall Motors Ltd 2018	1000 - 4999	-4.00%	-15.30%	12.50%	7.40%	13.50%	16.90%	89.00%	96.20%	-39.70%	-147.00%
Vauxhall Motors Ltd 2017	1000 - 4999	-0.80%	2.20%	11.40%	11.50%	7.20%	13.00%	88.40%	96.40%	-33.00%	-10.80%
		0% would mean that there is no gender pay gap between the hourly rates for men and women.		Women represented 15.07% 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.	

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 2021	1000 - 4999	8.72%	6.17%	13.94%	5.88%	8.43%	4.96%	97.78%	98.74%	25.75%	52.31%
IBC Vehicles Ltd 2020	1000 - 4999	12.10%	7.00%	8.30%	11.10%	8.30%	0.00%	60.20%	70.80%	30.20%	0.00%
IBC Vehicles Ltd 2019	1000 - 4999	10.00%	0.60%	16.90%	9.90%	4.20%	3.50%	86.10%	95.00%	11.40%	0.00%
IBC Vehicles Ltd 2018	1000 - 4999	8.60%	0.60%	9.40%	13.40%	4.00%	3.70%	96.90%	96.90%	6.00%	2.40%
IBC Vehicles Ltd 2017	1000 - 4999	15.60%	0.90%	10.70%	11.00%	8.70%	3.40%	68.30%	81.60%	14.30%	2.80%
		0% would mean that there is no gender pay gap between the hourly rates for men and women.		Women represented 8.22% 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.	

Vauxhall Motors Ltd and IBC Vehicles Ltd are 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 and Managing Director, Paul Willcox, 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, Vauxhall Motors Ltd and IBC Vehicles Ltd are reporting an improvement in the majority of the measures compared to last year. The performance in the mean hourly rate measure for both entities continues to be lower than the average Gender Pay Gap in the UK according to the Office for National Statistics. 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 55% of the Vauxhall workforce and over 27% of the IBC 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 Vauxhall Motors Ltd and IBC Vehicles 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.

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/>