

Car Care Plan Gender Pay Gap



Car Care Plan
An AmTrust Financial Company

In line with the reporting requirements, this report relates to UK employees of Car Care Plan as at 5 April 2017. The below tables show our mean and median hourly gender pay gap and bonus gap as at the snapshot date (i.e. 5 April 2017 (pay) and in the 12 months reference period to 5 April 2017 (bonus)).

The mean gender pay gap figure represents the difference between the average pay of all Car Care Plan male employees, and female employees. The median gender pay gap figure represents the pay difference between the middle point of Car Care Plan's total number of male and female employees.

Gender Gap Drivers

Overall, Car Care Plan has almost three times as many males than females in the workforce. The numbers reflect that the majority of senior roles are held by men.

Report Key



Hourly Pay Rate

Average hourly rate of pay for male/female employees



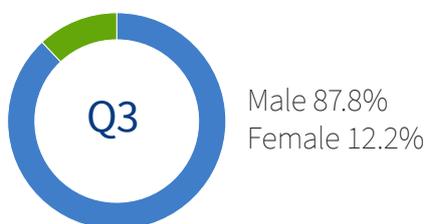
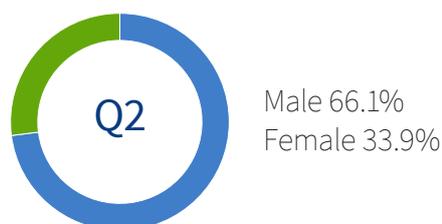
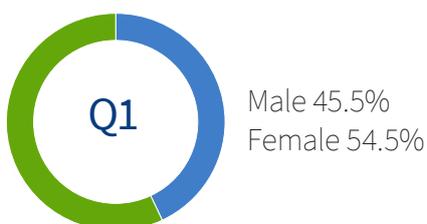
Mean Gender Pay Gap 38.3%



Median Gender Pay Gap 29.5%

Quartile Analysis

Percentage of male/female employees in each quartile:



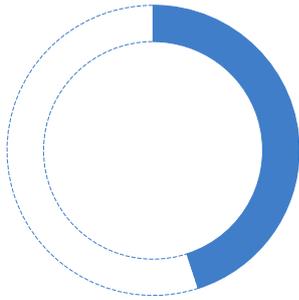
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Bonus Analysis

Proportion of male/female employees receiving bonus:



Male 45.2%



Female 21.8%

Average bonus for male/female employees who received a bonus:



Mean Gender Bonus Gap 52.2%



Median Gender Bonus Gap 34.6%

Declaration

I confirm that Car Care Plan's Gender Pay Gap calculations featured in the above report are accurate.

Paul Newton
Chief Executive Officer