

# Car Care Plan

## Gender Pay Gap Report

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### Reporting Requirements

Employers in the United Kingdom with 250 employees or more are required by Law to publish gender pay gap calculations and data from their organisation every year.

The information should include:

- Mean and median gender pay gap (based on an hourly rate of pay at 5 April 2018)
- Mean and median bonus gender pay gap (bonus pay received in the 12 months leading up to 5 April 2018)
- Proportion of men and women receiving bonus pay
- Proportion of men and women in each quartile pay band (looking at the proportion in four pay bands when we divide our workforce into four equal parts).

The gender pay gap shows the difference in the average pay between all men and women in a workforce and is expressed as a percentage of male earnings (e.g. “women earn x% less than men”).  
<https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>

The gender pay gap is different from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

In line with the reporting requirements, this report relates to UK employees of Car Care Plan as at 4 April 2018.

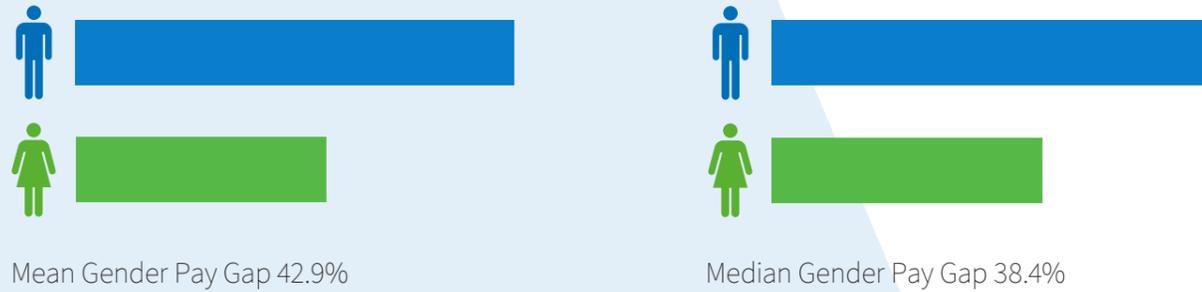


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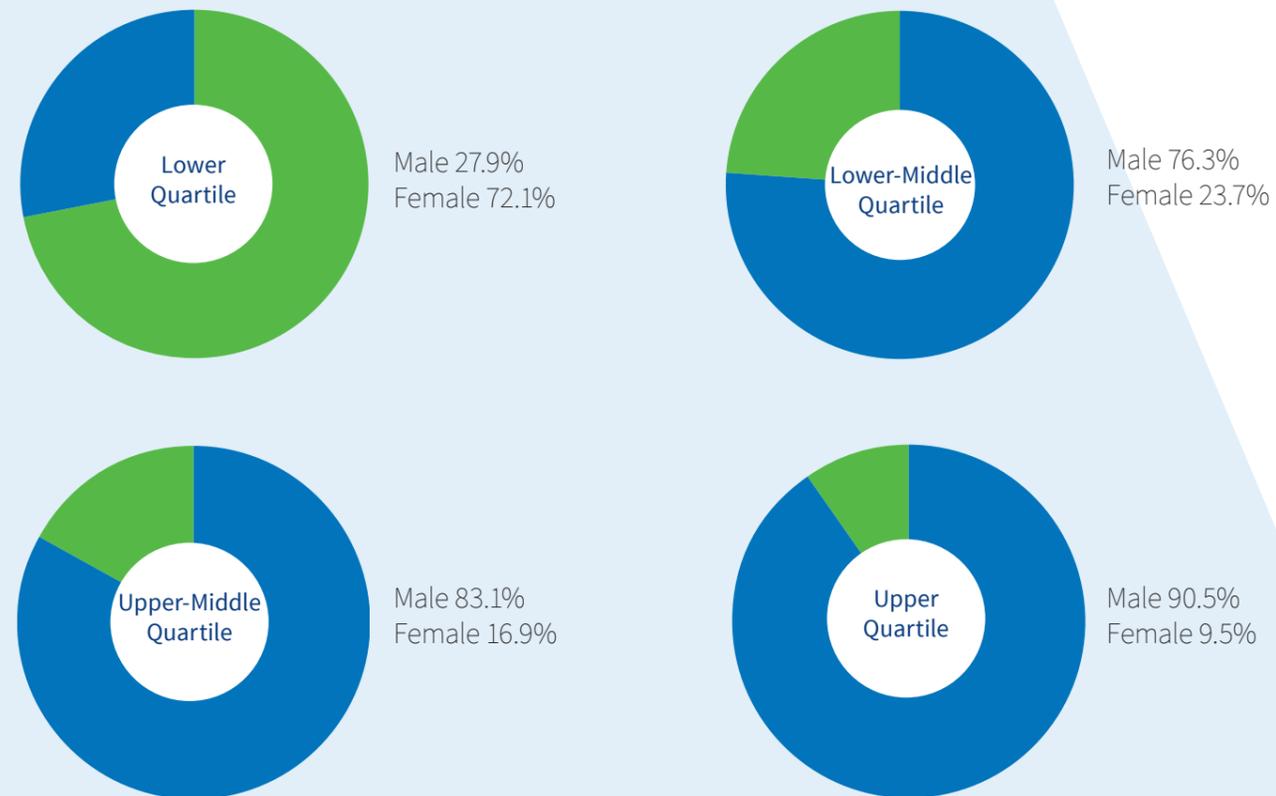
### Hourly Pay Rate

Average hourly rate of pay for male/female employees



### Quartile Analysis

Percentage of male/female employees in each pay quartile:

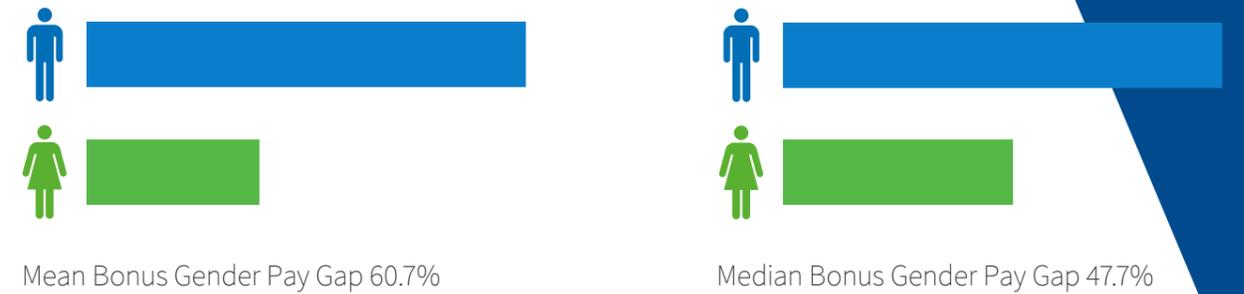


### Bonus Analysis

Proportion of male/female employees receiving bonus:



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



### Gender Gap Drivers

We have a gender-neutral approach to pay across all levels of the organisation but our numbers reflect that the majority of senior roles are held by men. Overall, Car Care Plan has almost three times as many males than females in the workforce.

### Actions

As a company, we acknowledge the gender pay gap and the underrepresentation of women in senior manager positions. We recognise the importance of a diverse and representative workforce across all parts of the business and are committed, with the full support and backing of our parent company, to working towards achieving this. We are actively reviewing our recruitment and development practices to ensure we are attracting a broad range of talent to our company and to roles across all levels of seniority and expertise.

### Declaration

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

**Paul Newton**  
Chief Executive Officer

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CCPGPG00101042019



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