

Gender Pay Gap Report 2022

Closing the gap

“We believe that our business growth creates opportunities for talented people to innovate and thrive, which in turn drives future growth. A key part of this is to address the gender pay gap – not just because it’s the right thing to do, but because it’s essential for the success of our business and the wider economy.”

Peter Dewey, CEO, AmTrust International

Reminder of our legislative requirements

As of April 2017, government regulations require any organisation that has 250 or more employees in the UK to report and publish their mean and median gender pay gap in hourly pay and bonus. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men’s earnings. Companies must also report the proportion of men and women receiving a bonus payment and the proportion of men and women in each pay quartile. 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 Limited as of 5 April 2022.

Summary of the data and what is driving our gap?

We have a gender-neutral approach to pay across all levels of the organisation, but our numbers reflect that more senior roles are held by men. Our data also reflects the fact that women are under-represented at all levels of the organisation. Currently they make up only 33.5% of the organisation. Females also make up a higher proportion of part-time workers at 18.8% versus 2% of the male population. When calculating the mean and median bonus gap, the regulations do not allow for making full-time or full-year equivalent comparisons for employees whose bonuses are pro-rated for part-time working or maternity leave. As these employees are disproportionately women this can have a negative impact on the bonus gap. Whilst this is the case, we remain determined to support flexible working as part of a longer-term strategy to improve retention and progression for women, and in doing so, address one of the underlying reasons for the pay gap.

There has been some positive movement in our results for 2022. The Mean Gender Pay Gap has decreased by 4.7% and the Median by 7.3% reflecting decreases of 13.7% and 20.4% respectively. This is reflective of the changing proportion of women in each quartile band. The number of women in the most senior quartile has increased from 16.8% to 20% reflecting an increase of 19%, although the proportion in the upper-middle quartile has decreased by a similar amount. The proportion of women in the lowest quartile band has reduced by 9.5% from 68.2% to 61.7%.

The Median Bonus Gender Pay Gap closed significantly in 2021, reflecting fewer and smaller bonuses/commission payments awarded to men within the sales, account management and business development teams because of automotive dealerships being closed for significant periods. As expected, the 2022 Median Bonus Gender Pay Gap returned to pre-COVID levels, although showing a 5.5% improvement against 2020.

The Mean Bonus Gender Pay Gap has decreased by 10.4% to 66.3%, a reduction of 13.6%. Whilst this is a positive movement, the number remains high and reflects that the more senior roles are bonus eligible and there are a higher proportion of men in these roles. The proportion of women receiving a bonus fell by 10.3% from 31.0% to 27.8% in 2022.

“We remain focused on making Car Care Plan a great place to work and building a culture that facilitates greater diversity and a sense of belonging throughout the business.”

Ben Russell, CEO, Car Care Plan

What are we doing to address our gender pay gap?

As a company, we acknowledge the gender pay gap and the under-representation of women in the company and within senior management 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.

Our Global Executive Diversity Council, which includes AmTrust International CEO, Peter Dewey and Group Head of HR, Helen Challis, continues to drive our programme of global, national and local activity that we believe will help us continue to make progress in increasing gender representation at all levels.

Areas of ongoing focus include the following:

Recruitment

- We continue to actively review 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.
- We have commenced partnerships with local industry educational establishments to help bring diverse candidates into our workforce via apprenticeship schemes and will look to continue to expand the offering.
- We continue to develop our Employee Value Proposition and social media presence further to create greater transparency to our culture and our commitment to diversity and inclusion and build awareness of the breadth of opportunity we have available.
- 2023 will see the introduction of an in-house Talent Acquisition team to support Car Care Plan in the development of more diverse candidate pools. This will include a new careers site and applicant tracking system to improve visibility of available positions and better support candidates through their application journey

Developing and retaining our talent

- We continue to monitor our existing benefits, policies and support provided for all working parents and carers. Paid maternity leave, for example, was enhanced during 2022.
- The gender mix on all internal talent and succession programmes continues to be monitored.
- The AmTrust Women's Network, launched in 2021 continues to be consolidated. A 'young professionals' network was started in 2022 to connect and support the next generation of leaders with a 2023 family network launch to support working parents and carers.
- A formal mentoring programme to support the development of employees, including the active participation of future female leaders, was started in 2022.
- A new frontline management programme with content centered on priority leadership topics, including leading with values (encompassing inclusion), coaching and crucial conversations, change management, critical thinking and decision-making was also launched in 2022. Additionally, new development opportunities are being designed for our more experienced and senior leaders with topics such as inclusive leadership featured in planned programme content.

- Enhanced learning to support our performance and career development framework was rolled out with stronger in-house sessions being delivered in the areas of goal setting, career conversations and making the most of feedback. We want to drive more of the right types of conversations and enable everyone to realise their full potential in existing, different or more senior remits thus facilitating more diversity throughout the organisation.
- Additional content around communication styles and emotional intelligence through personality profiles has been added to 2023 course content.

Extending our diversity and inclusion education programmes

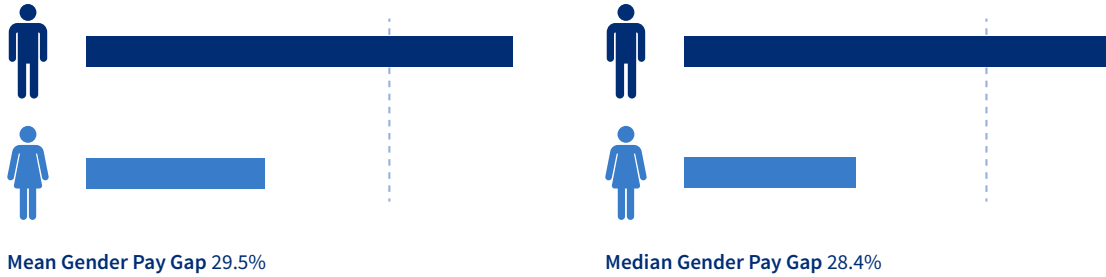
- In 2022 we launched new mandatory diversity and inclusion training modules across the business with topics such as unconscious bias and thriving across our differences. We will continue to deploy this training in 2023, with a change in format that encourages impactful bursts of training designed to increase retention of key skills and keep diversity and inclusion front of mind.
- Monthly Diversity & Inclusion webinars feature as part of our AmWell, Well-being educational content.
- We have also launched our first Diversity, Inclusion and Belonging (DIB) Champion forum, which is a collaborative, employee driven forum to share ideas on how to bring DIB to life at AmTrust with Champion sponsorship for our networks.
- Our Women's network participated in a celebration and learning event held for our Lean In Circle members. 2023 continues to see further involvement with active celebrations planned for International Women's Day and sessions on the Menopause being made available to our business.

Reporting Requirements	2019	2020	2021	2022
1. Mean Gender Pay Gap	38.7%	33.3%	34.2%	29.5%
2. Median Gender Pay Gap	37.1%	33.8%	35.7%	28.4%
3. Mean Bonus Gender Pay Gap	71.4%	63.5%	76.7%	66.3%
4. Median Bonus Gender Pay Gap	69.3%	59.6%	5.1%	54.1%
5. Proportion of Males Receiving Bonus	45.6%	52.7%	47.4%	49.0%
6. Proportion of Females Receiving Bonus	30.6%	26.7%	31.0%	27.8%
7a. Proportion of Males Each Quartile Band				
Lower Quartile	35.0%	30.3%	31.8%	38.3%
Lower-middle Quartile	72.5%	78.2%	67.4%	64.6%
Upper-middle Quartile	81.1%	77.0%	75.8%	78.9%
Upper Quartile	86.8%	87.6%	83.2%	80%
7b. Proportion of Females in Each Quartile Band				
Lower Quartile	65.0%	69.7%	68.2%	61.7%
Lower-middle Quartile	27.5%	21.8%	32.6%	35.4%
Upper-middle Quartile	18.9%	23.0%	24.2%	21.1%
Upper Quartile	13.2%	12.4%	16.8%	20.0%

2022 Results

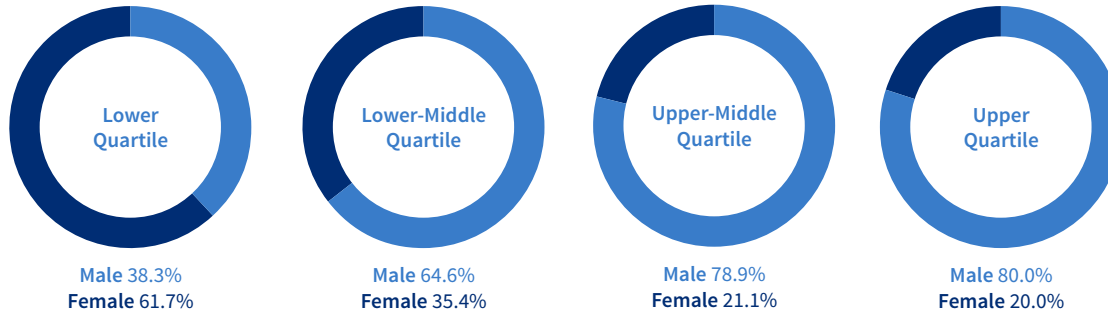
Hourly Pay Rate

Average hourly rate of pay for male/female employees.



Quartile Analysis

Percentage of male/female employees in each pay quartile:



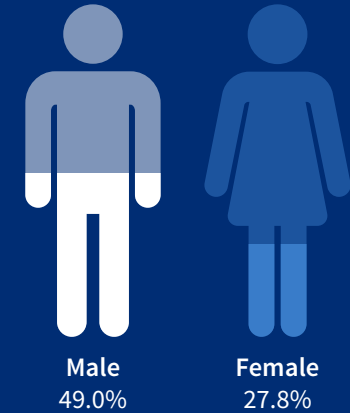
Declaration

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

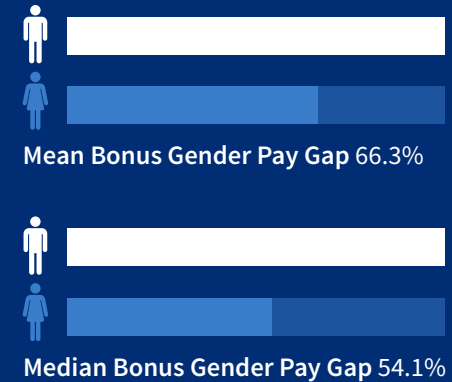
Ben Russell
CEO, Car Care Plan

Bonus Analysis

Proportion of male/female employees receiving bonus.



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





Car Care Plan Limited

Jubilee House, 5 Mid Point Business Park,
Thornbury, West Yorkshire BD3 7AG
(t) +44 (0) 344 573 8000
www.carcareplan.co.uk

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 **Car Care Plan**
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