

# Steer Automotive Group

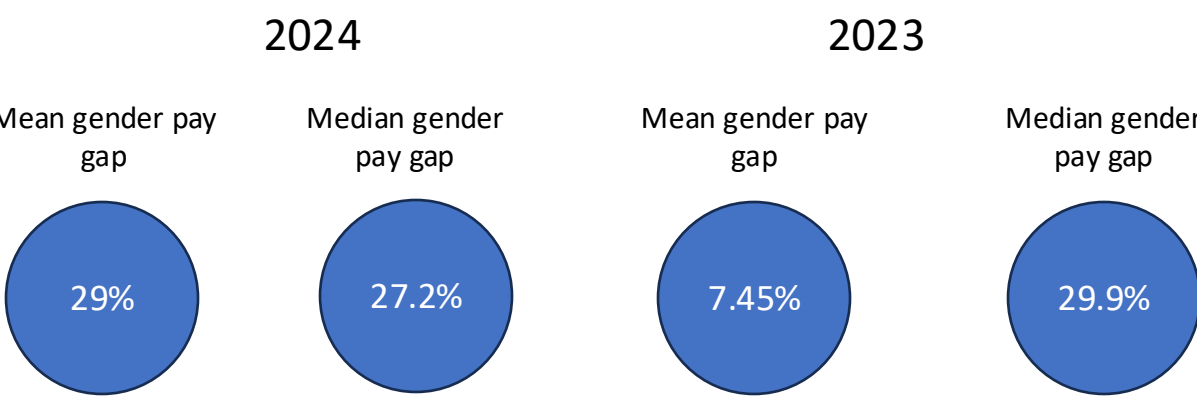
## Gender Pay Gap Report 2024

This report covers colleagues employed at Steer Automotive Group on the snapshot date of 5<sup>th</sup> April 2024

This is our third Gender Pay report and we have shown the previous years' results to show the year on year change.

We had 2288 colleagues in this reporting period compared to 1316 in 2023 as a result of growth through acquisition.

### Our gender pay gap results



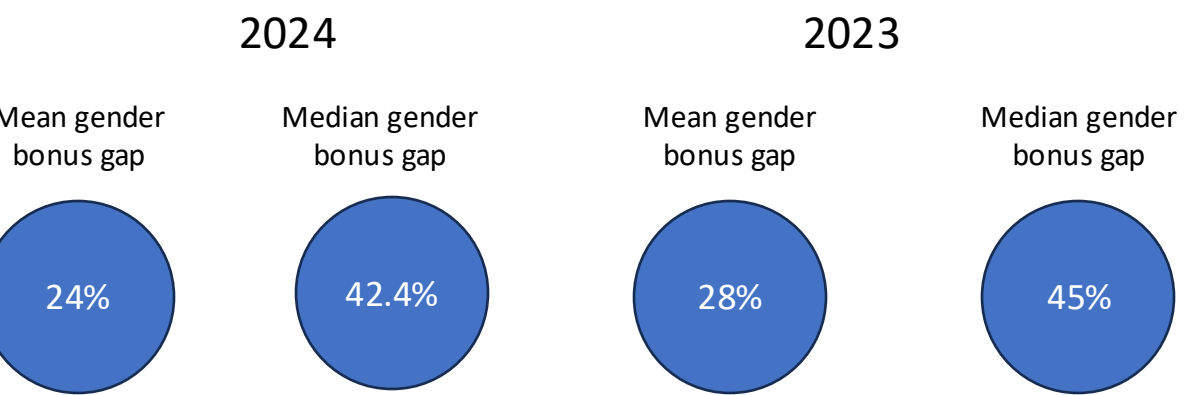
### Gender pay quartiles

	2024		2023	
	M	F	M	F
Q1 (highest)	94	6	94	6
Q2	95	5	94	6
Q3	74	26	78	22
Q4 (lowest)	75	25	70	30

### Gender bonus gap

#### Men and women in receipt of bonus

Men 2024	81%
Women 2024	40%
Men 2023	56%
Women 2023	44%



## Where we are

- We have seen some improvement in mean and median scores over this reporting period, which is positive considering that our gender ratio has increased the amount of male compared to female colleagues.
- This gender ratio remains the key driver of the slow progress which is indicative across the repair sector where gender ratios are still typically 85% male to 15% female.
- We have experienced another year of growth and once more senior roles have predominantly been filled from the acquired businesses, so we have not had the opportunity to go to market seeking more balanced candidate pools.
- We have doubled our number of female apprentices in the reporting period; their entry level salaries do not have a positive impact on our gender pay gap at this time, but we know it will take time to address this industry paradigm.

## What we are doing

- Continuing to develop and promote Steer as an inclusive employer of choice. In the last year we have increased our focus on life at Steer and the benefits and culture that are inviting to female applicants.
- We have delivered training to all our managers on creating a respectful and inclusive workplace.
- In 2025 we will establish our D&I council, giving colleagues the opportunity to drive inclusion and equity at Steer.
- We have joined the Automotive 30% Club and our senior management team attended training and made commitments to driving gender balance at Steer. We have participated in their social campaigns to raise awareness of gender inclusivity in automotive, including the Inspiring Women campaign.
- We were proud to have Nicola Sutherland, our People & Culture Director, awarded an Inspiring Automotive Woman Award, recognising the positive changes she has made in the workplace for gender equity as well as the mentoring and support she provides to female colleagues.



*“It was an honour to be nominated by Steer colleagues for this award and an absolute privilege to receive it alongside so many other Inspiring Women. I know that change of this nature will take time, but an confident every little thing we do takes us closer to our goal”.*

**Nicola Sutherland, People & Culture Director**