

General Traffic Ltd. is required by law to produce an annual Gender Pay Gap Report under the Gender Pay Gap Reporting Regulations 2017. The four figures that we are required to report on as follows:

- Gender Pay Gap (mean and median)
- Gender Bonus Gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

This is its report for the snapshot date of 5 April 2018.

General Traffic Ltd.	Pay Gap Percentage
Mean Gender Pay Gap	8.7%
Median Gender Pay Gap	1.5%
Mean Gender Bonus Gap	8.2%
Median Gender Bonus Gap	81.8%
The proportion of male employees within General Traffic Ltd. who received a bonus was 55.4% and the proportion of female employees who received a bonus was 41.5%	

Pay quartiles by gender

Band	Male	Female	Description
A	78.9%	21.1%	This includes all employees whose standard hourly rate places them at or below the lower quartile.
B	90.7%	9.3%	This includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
C	86.7%	13.3%	This includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
D	89.3%	10.7%	This includes all employees whose standard hourly rate places them above the upper quartile.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of General Traffic Ltd.'s gender pay gap?

The gender pay gap is not the same as equal pay. Ever since the Equal Pay Act of 1970, it has been illegal to pay different amounts to men and women doing the same work unless there is a "genuine material factor" for the difference.

The gender pay gap measures the difference in the hourly pay of all men and women in an organisation, and is expressed as a percentage of male employees' hourly pay. It is reported on a mean and median basis. The mean is the overall average of all employees' salaries and can therefore be skewed by any extremely high or extremely low salaries. The median involves listing all salaries in order, from lowest to highest, and picking the salary from the middle.

General Traffic Ltd. is committed to the principle of equal opportunities and equal treatment for all employees regardless of sex; race; religion or belief; age; marriage or civil partnership; pregnancy / maternity; sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex or any other characteristic set out above. As such we:

- carry out pay and benefit audits at regular intervals;
- evaluate job roles and pay grades as necessary to ensure a fair structure

We are currently below the national pay gap for 'vehicle and parts salespersons and advisors' of 9.5% (*Office of National Statistics, April 2018*). We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid. This pattern as a whole is reflected in the make – up of our organisations' workforce, where the majority of the female workforce work within customer facing roles; whilst the majority of line manager and senior manager roles are held by men. In addition, the majority of the higher paid roles are held by men and not women.

This can be seen above in the table portraying pay quartiles by gender. This shows our workforce divided into four groups based on hourly pay rates. Band A includes the lowest paid 25% of employees (the lower quartile) and Band D includes the highest paid 25% (upper quartile). In order for there to be no gender pay gap an equal ratio of men to women in each band would be required. However, within our organisation 21.1% of the employees in Band A are women and 78.9% are men. The percentage of male employees increases throughout the remaining Bands, from 90.67% in Band B to 86.7% and 89.3%, respectively, in Bands C and D.

The Equality and Human Rights Commission has documented that there has been a huge increase in women's participation in the labour market and have confirmed that the male contribution to childcare has not increased at the same rate. Women continue to shoulder the main responsibility for childcare even in households where both parents work full time. Nationally, more women provide care and therefore choose to work part time. Given the scarceness of quality part time roles, many women work beneath their capabilities and hard-earned qualifications which leads on to earning less than their male counterparts.

General Traffic Ltd. aims to provide flexible working options at all levels in order to increase opportunities for women. We, as an organisation, understand that this is particularly important for women returning from maternity and adoption leave. This will not only widen our talent pool but assist fathers who are looking for a better work / life balance.

What are we doing as a company to address our gender pay gap?

While General Traffic Ltd.'s gender pay gap compares favourably with that of organisations both across the whole UK economy and with the Automotive and Parts Advisors sector, this is not a subject about which we are complacent and we are committed to doing everything we can to reduce the gap. However, we are aware that our scope is limited in some areas, for example, we have no control over the subjects that individuals choose to study or whether individuals choose to apply for higher skilled roles that become available.

To date, the steps that we have taken to promote gender diversity in all areas of our workforce which includes monitoring the following:

- the proportions of men and women applying for jobs and being recruited;
- the proportions of men and women applying for and obtaining promotions;
- the proportions of men and women leaving the organisation and their reasons for leaving;
- the take up of flexible working arrangements by gender and level within the organisation;
- the proportion of men and women who return to their original job after a period of maternity or other parental leave; and
- the proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave

In terms of recruitment we have plans to initiate the following:

- Aim to eliminate bias from recruitment activities
- Anonymisation of CVs and application forms during the recruitment process
- Continue to ensure that our job adverts do not suggest a preference for male or female applicants
- Ensure that there is an equal number of men and women on interview panels
- Introduction of a structured interview process

We, as an organisation, have provided further assistance to the management team to support employees prior to, during and on return from maternity and other parental leave.

None of the initiatives will, of itself, remove the gender pay gap and it may be several years before some have any impact at all. In the meantime, we are committed to reporting on an annual basis on what we are doing to reduce our gender pay gap and the progress we are making.

Going forward, we aim to:

- review our policy on bonus payments;
- investigate affordable childcare options with local providers in the vicinity of our branches;
- attend recruitment fairs at local educational establishments to raise awareness of different career opportunities within General Traffic Ltd. in an attempt to dispel any misconception and stereotypes surrounding our industry and as a way to develop our talent pipeline.
- Conduct an equal pay audit which will aim to identify any differences in pay between men and women doing equal work, investigate the causes of any differences in pay between them and eliminate instances of unequal pay that cannot be justified.
- Develop a mentoring scheme for women to build skills and encourage development.

Any further initiatives launched throughout the year will be communicated accordingly to all employees.

I, A. Umarji, Director, confirm that the information in this statement is accurate.

Signed:



Date: 04 APR 19