

# GENDER PAY GAP REPORT



Xtrac Limited is recognised as the world leader in the design and manufacture of transmission systems supporting a wide client base covering top level Motorsport and High Performance Automotive.

The Gender Pay Gap report is based on data as at 5<sup>th</sup> April 2019. On this date 93% of employees were male and 7% were female.

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The table below shows our overall mean and median gender pay gap based on hourly rates of pay as at 5<sup>th</sup> April 2019.

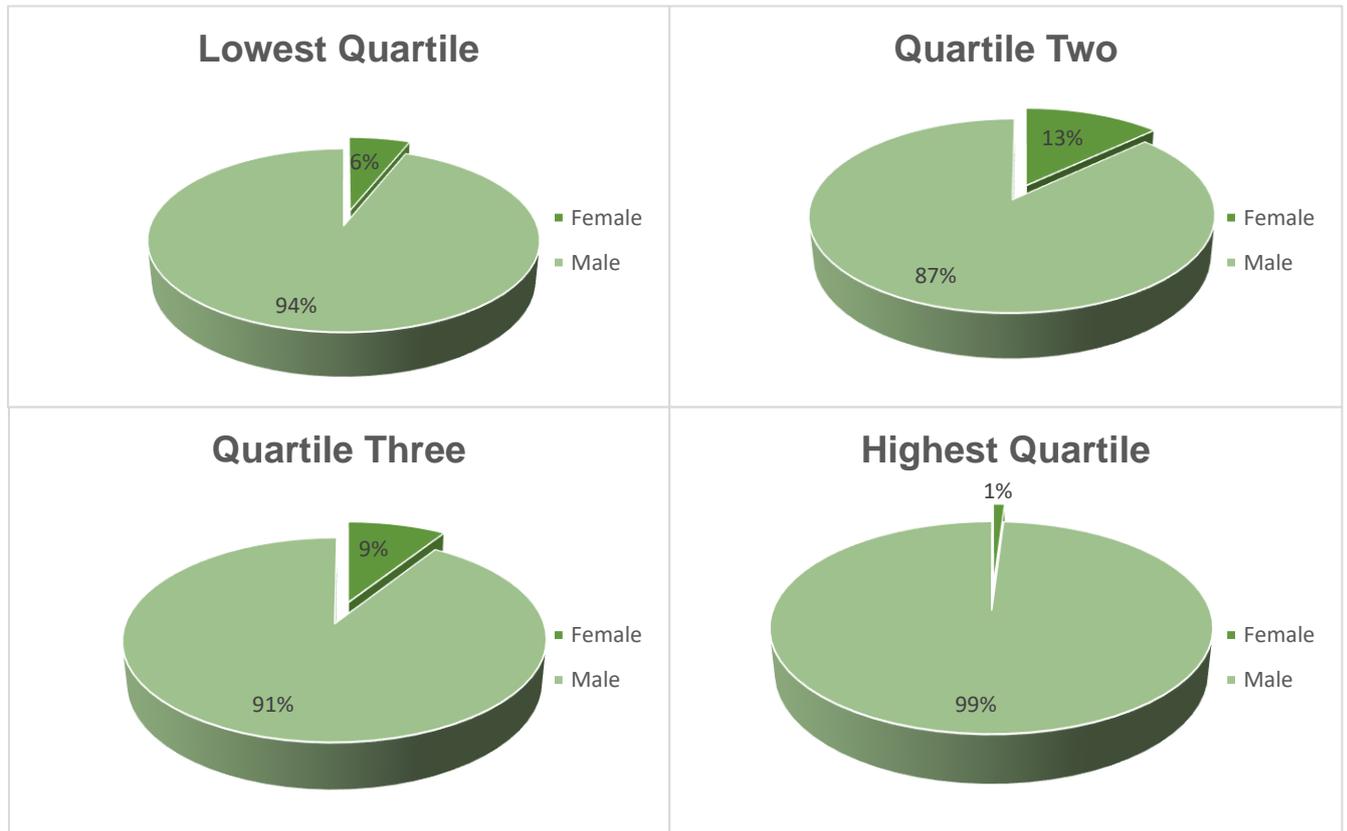
## Pay Gap

Difference between Men and Women		
	Mean	Median
Pay	21%	9%

## Bonus Gap

No bonuses were awarded to any employee.

## Pay Quartiles



## Commentary

- From the April 2018 gender pay report until March 2019 Xtrac had 68 new recruits into the business of which 60 were male (88%) and 8 were female (12%). These figures are in line with our applicants to jobs on our website being predominantly male.
- There are no differences in pay rates for different genders occupying equivalent roles at Xtrac Limited and therefore we are confident that Xtrac's gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that those roles attract.
- We do acknowledge that this distortion in male and female staff highlights a separate issue of STEM roles being traditionally male dominated which is perceived as a norm within our industry. Our recruitment process and practice coupled with our open and inclusive ethos aims to encourage women into STEM roles and we have an award winning Apprenticeship scheme and Undergraduate scheme which is open for all to apply. To encourage females into these schemes we visit local primary and secondary schools, colleges and careers fairs to highlight the different careers in Engineering and opportunities available to them at Xtrac.
- We have Night Shift at Xtrac where employees who work this shift have a premium applied to their hourly rate and this has been accounted for in the data.
- We will continue to strive to ensure that we make Xtrac Limited an employer of choice by continually reviewing our policies and continually tracking the data of applicants who apply for vacancies within Xtrac.

I can confirm the data reported is accurate.



**Adrian Moore**  
**Chief Executive Officer**  
**June 2020**