

GENDER PAY GAP REPORT



Xtrac Limited is recognised as the world leader in the design and manufacture of specialist 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 of 5th April 2022. On this date 92% of employees were male and 8% 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 of 5th April 2022.

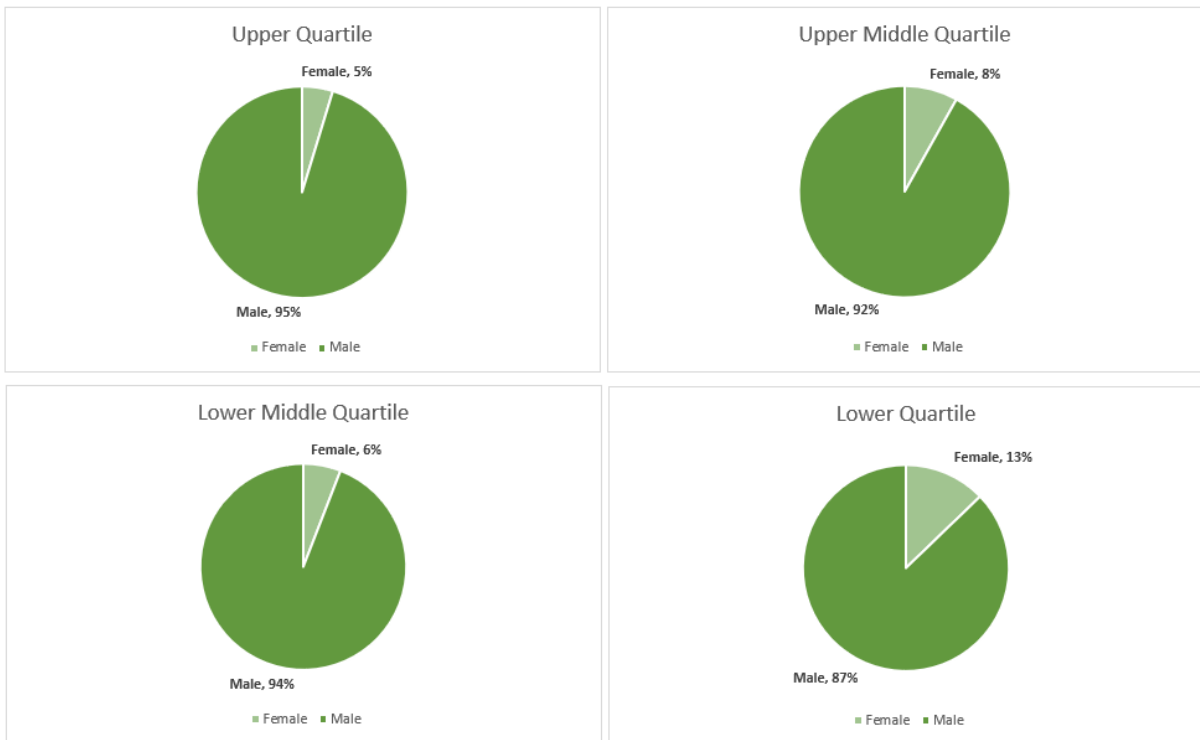
Pay Gap

Difference between Men and Women		
	Mean	Median
Pay	13%	9%

Bonus Gap

Xtrac does not have a company bonus scheme in place.

Pay Quartiles



Commentary

- For the period of results used from April 2022, Xtrac Limited employed 342 full pay relevant employees. The gender split was 27 females and 315 males.
- 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.
- As demonstrated in our pay quartiles illustration, Xtrac is predominantly made up of males in all four of the quartiles.
- 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.

Actions

- We have a clear action plan and strong focus on attracting more females into our industry including:
 - Reviewing our approach to recruitment.
 - Sharing more stories and insight both internally and externally about women in our business, including celebrating international Women's Day in March 2023.
 - Leveraging our relationship with local education establishments to highlight Engineering as a career choice for females.
- We will also 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
April 2023