

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 2023. 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 2023.

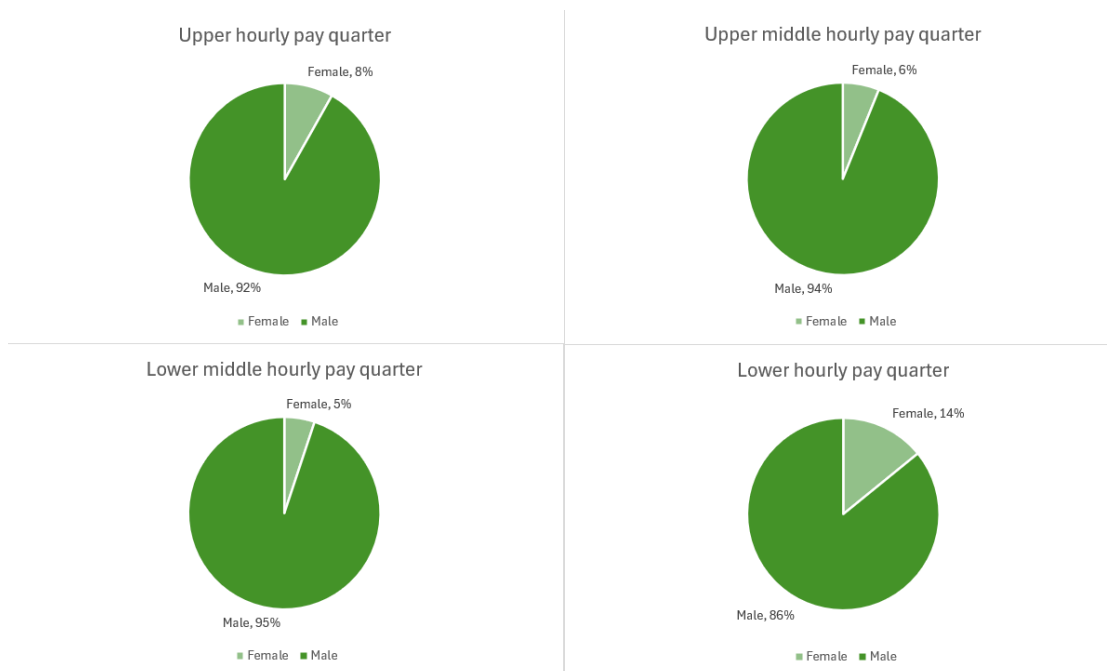
Pay Gap

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

Bonus Gap

A bonus was only awarded to one employee. As the bonus was only paid to a single employee, the mean bonus data is not representative of the actual bonuses paid and therefore has not been included in this report.

Pay Quartiles



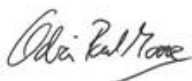
Commentary

- From the April 2022 gender pay report, our mean gender pay gap improved by 4% points and our median gender pay gap remained constant.
- For the period of results used from April 2023, Xtrac Limited employed 393 full pay relevant employees. The gender split was 33 females and 360 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 and a Weekend shift at Xtrac where employees who work these shifts 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.

Actions

- We have a clear action plan and strong focus on attracting more females into our industry including:
 - Continuing to review our approach to recruitment which has seen an increase in the number of females being interviewed and being offered roles.
 - Implementing specific wellbeing initiatives for female employees.
 - Developing our established STEM ambassador programme to work 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
February 2024