



**Belron UK Limited, trading as Autoglass® and Laddaw®**

**2018 Gender Pay Gap**

Gender Pay Gap legislation requires an employer with 250 or more UK employees to publish their gender pay gap in a number of different ways. The government stipulates how the information should be calculated and is based on “snapshot pay data” on 5<sup>th</sup> April in the reporting year. “Pay” includes basic pay, bonus and any premiums or allowances.

Gender pay is different from equal pay: the gender pay gap is the difference in the average hourly rate for all women and men in an organisation. Equal pay is about equal pay for the same or similar job. We pay our colleagues according to their role not their gender. For example, men and women doing the same job in our Contact Centre or in our Supply Chain roles are paid the same hourly rate. However, the way the government requires us to report means that even when pay is equal, there may still be a gender pay gap.

This statement is based on 2,160 colleagues working in the UK. The data applies to Belron UK Limited trading as Autoglass® and Laddaw®, and does not include Autoglass® BodyRepair, which is a separate legal entity employing fewer than 250 colleagues.

The table below outlines our gender pay gap information:

Mean gender pay gap	10.8%	This is the difference in the average hourly rate of pay between the men and women we employ.
Median gender pay gap	16.9%	This is the difference in the middle rate of pay between the men and women we employ.

Pay Quartiles			Pay quartiles are calculated by ordering all salaries from the lowest to the highest and the splitting them equally into quarters.
	Male	Female	
Upper	89.1%	10.9%	
Upper Middle	94.1%	5.9%	
Lower Middle	79.1%	20.9%	
Lower	65.9%	34.1%	

Mean bonus pay gap	49.1%	This is the difference in bonus earned between men and women in the 12 months preceding 5 <sup>th</sup> April 2018.
Median bonus pay gap	52.3%	

Colleagues receiving a bonus			This is the percentage of men and women who earned a bonus payment in the 12 months preceding 5 <sup>th</sup> April 2018. Some colleagues did not earn a bonus, because their start date made them ineligible to participate in a bonus scheme.
	Male	Female	
	94.7%	92.9%	

*We confirm that the data reported is accurate at the time of publication. This statement has been published in accordance with the Equality Act 2010 (Gender Pay Gap information) regulations 2017.*