

# Gender Pay Gap Report 2017

## Introduction

Applus are committed to creating an equal and diverse workplace for all employees. We believe this creates an environment where workers excel and provide results for both themselves and the company.

As required by UK legislation, employers with 250 or more relevant employees are required to publish gender pay gap information by April 2018. This report has been prepared in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. Applus have several legal entities within the UK but in accordance with the legislative requirements this report covers only Applus RTD UK Ltd, which generally employs just over 250 persons

The gender pay gap is the difference in the average earnings between men and women, regardless of the roles they do and is different to equal pay which looks at pay differences between people carrying out the same or comparable work. Applus are confident that roles are defined and salaries set for each role regardless of gender and are benchmarked using market data and benchmarking reports.

## Relevant employees at snapshot date (1st April 2017):

# 261

## Gender Balance

 Male  
85.4%

 Female  
14.6%

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Base Pay	% Gap
Mean	36%
Median	37.8%

Quartiles		
Band	Males	Females
A Upper Quartile	60.0%	40.0%
B Upper Middle Quartile	93.8%	6.2%
C Lower Middle Quartile	89.2%	10.8%
D Lower Quartile	98.5%	1.5%

Bonus	% Gap
Mean	76%
Median	-119.8%

Bonuses are paid out to a very small number of people in Applus which is reflected in the figure above. Bonuses can also be given in non-monetary form.

Percentage of workforce receiving a bonus



Male

8.6%



Female

5.3%

## Addressing the Gap

The reported information shows that at the time of the snapshot Applus's total female workforce stood at only 14.6%. This is not uncommon in the industry in which we work, where males make up the majority of the technical workforce, which are typically higher paid than the functional support roles that are more commonly occupied by females.

We are committed to looking at ways to increase the female headcount and have worked closely with ECITB in promoting STEM events which help to encourage women into the field of science, technology, engineering and mathematics and will be looking at ambassadors in our company to help to support this moving forward. We have seen an improvement in the recruitment of female apprentices with an increase in 2017 by 50%. We hope to continue this trend and widen our talent pool by attracting more women to our organisation. To help with this we will also be reviewing our recruitment adverts to ensure the many benefits we offer are reflected, in particular flexible working options and career development opportunities. We are also looking to introduce Women in Engineering days to raise the profile of women in engineering and highlight the opportunities to females in our industry.

Our flexible working programme has been successful and encouraged employees with caring obligations to continue in employment as well as promoting work/life balance.

*"Applus have made it possible for me to return to work following maternity leave by offering flexible working which fits with my childcare arrangements they are also encouraging me to develop my career by supporting my training through a CIPD qualification allowing time to study and offering support"* **Lauren Hammond, HR Administrator**

*"Since becoming a granny spending time with my Grandson and helping my daughter with childcare has been something I value. Applus have supported a flexible working arrangement which has enabled me to do this, it works really well for myself and the business and I get to spend precious time with my grandson"* **Lesley Daniel, Group Payroll Manager.**

Across the whole UK economy men are more likely than women to be in senior roles, however Applus have also been committed to developing women in the organisation through further education, training and development which has helped to increase the representation of female board members with 25% being female.

*"Having started with Applus in 2005 as an assistant accountant, I have been encouraged to develop my role by gaining qualifications and experience. Applus supported me through completion of my professional accounting exams with the Association of Chartered Certified Accountants and through University distance learning to achieve a Bachelor of Science degree in Applied Accounting. This along with continued in house development has helped with my promotion within the company resulting in a place on the senior leadership team board";* **Heather Elstone, UK Financial Controller.**

We will continue to use our Applus Voice! staff forums to encourage communication and inclusion across the organisation encouraging ideas and suggestions to be discussed.

All of the above together with our equality, diversity and inclusion focus is part of our overall culture.

We confirm the gender pay gap data confirmed in this report is accurate.

Neil Hannah



Managing Director

Evelyn Grogan



Head of HR