



**TRU@TYRE**  
De-risking Britain's fleets

**GENDER PAY GAP REPORT** as of 5 April 2022

# What is the Gender Pay Gap?

- ◊ This is a Gender Pay Gap report for Tructyre as a snapshot date of 5 April 2022. It captures the differences in hourly pay and bonus paid to men and women in the year up to and including 5 April 2022.
- ◊ The Gender Pay Gap Regulations apply to UK employers with more than 250 employees.
- ◊ The ***gender pay gap*** is different from '***equal pay***'.
- ◊ The gender pay gap represents the difference in the average hourly earnings of men and women across the business, regardless of the role they do. The gender pay gap can be impacted by a number of factors related to the composition of the workforce, primarily the number of men and women occupying the different roles that exist across the company.
- ◊ As a result of different jobs paying different rates and the number of men and women performing those jobs being variable – a gender pay gap will often exist.
- ◊ This is different to 'equal pay', which is the difference in pay between men and women who carry out the same or similar jobs, or jobs of equal value.

# Mean and Median Gender Pay Gap

The **mean** gender pay gap is the difference between the average hourly rate of pay for women and men within a company.

At Tructyre, over 86% of our employees are male and less than 14% are female. This gender split is typical of the tyre maintenance industry in which we operate.

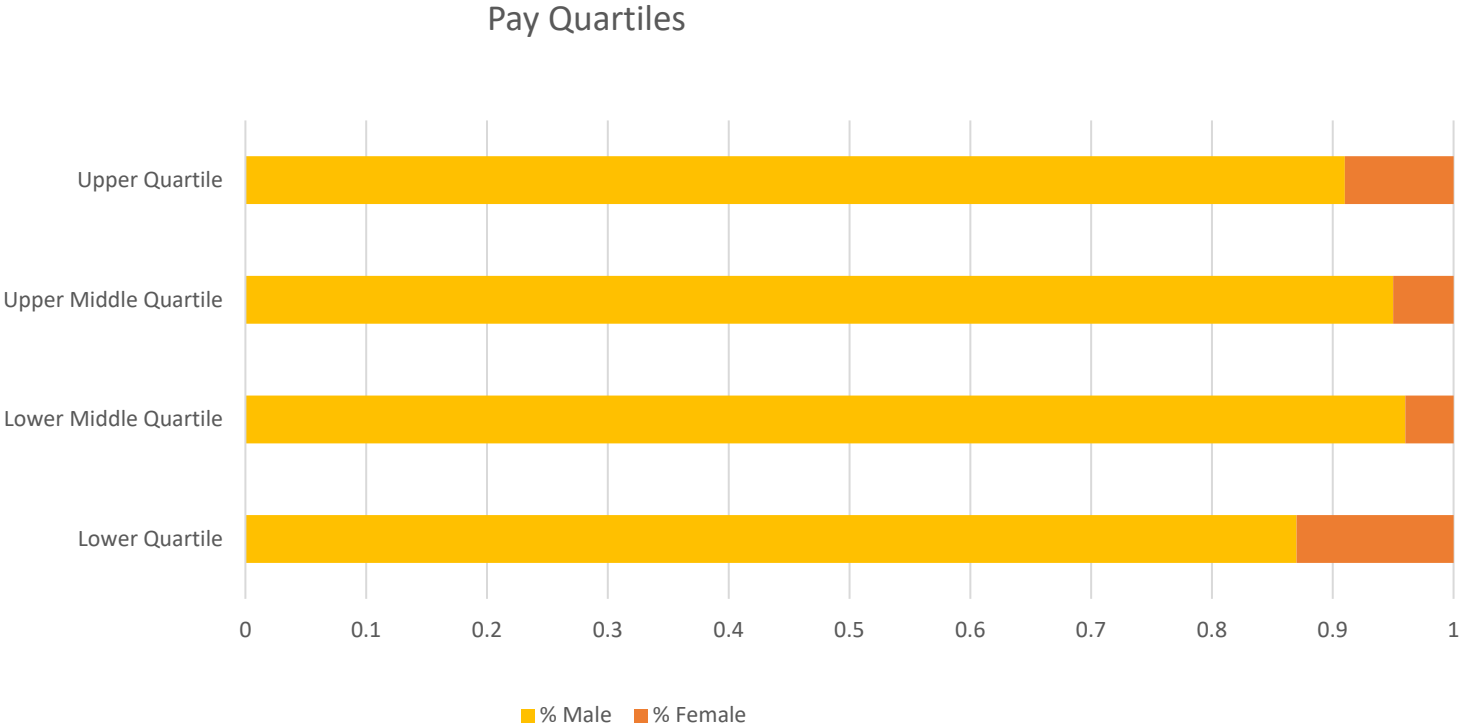
- In 2022, Tructyre average (mean) male pay was 3.3% lower than average female pay

The **median** gender pay gap shows the middle point of the group. So if all colleagues within the company were lined up in a female line and a male line in order of pay, the median pay gap is the difference between hourly rate of pay for the woman in the middle compared with the hourly rate of pay for the man in the middle.

- Tructyre median female pay is 9% lower than median male pay

# Pay Quartiles

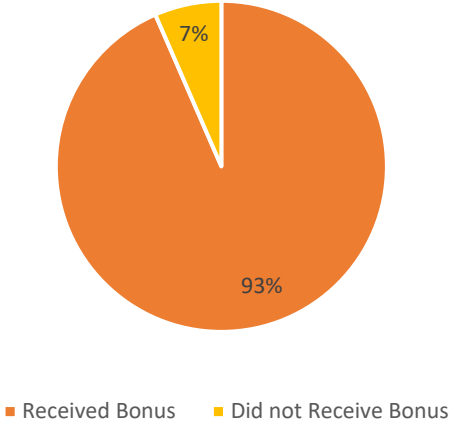
◊ The graph below shows the male to female split of our workforce across four equal sized pay quartiles.



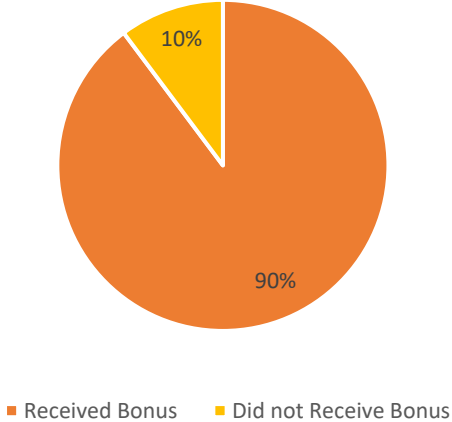
# Bonus Gap

◉ In 2022, 93% of male employees received a bonus payment, compared with 90% of females.

Males receiving a bonus in 2022



Females receiving a bonus in 2022



# Declaration

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I can confirm that the data outlines contained in this report have been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Nick Harley**

Managing Director

March 2023