

EasiDrive Gender Pay Gap Report

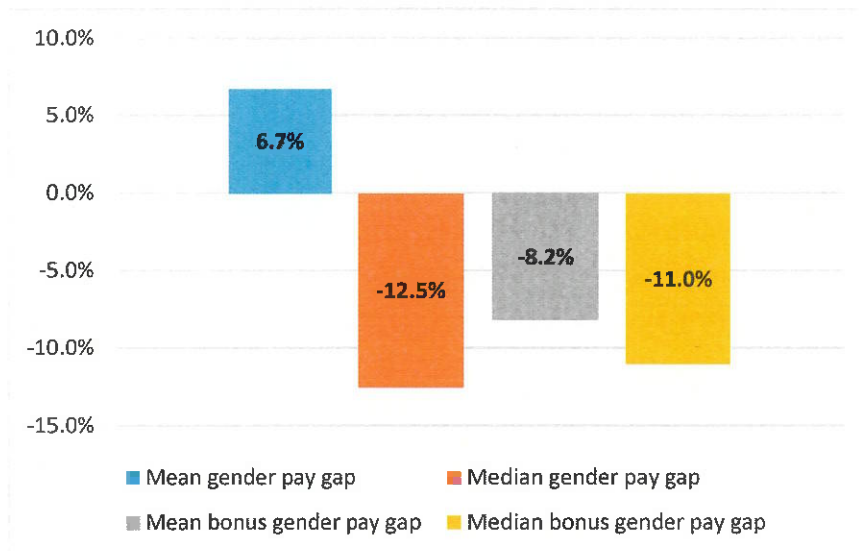
We are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. The data produced does not include the publishing of individual employee data.

The time period used to calculate our gender pay gap covered by the report was the snapshot date of 5 April 2017 and data is made up of the following:

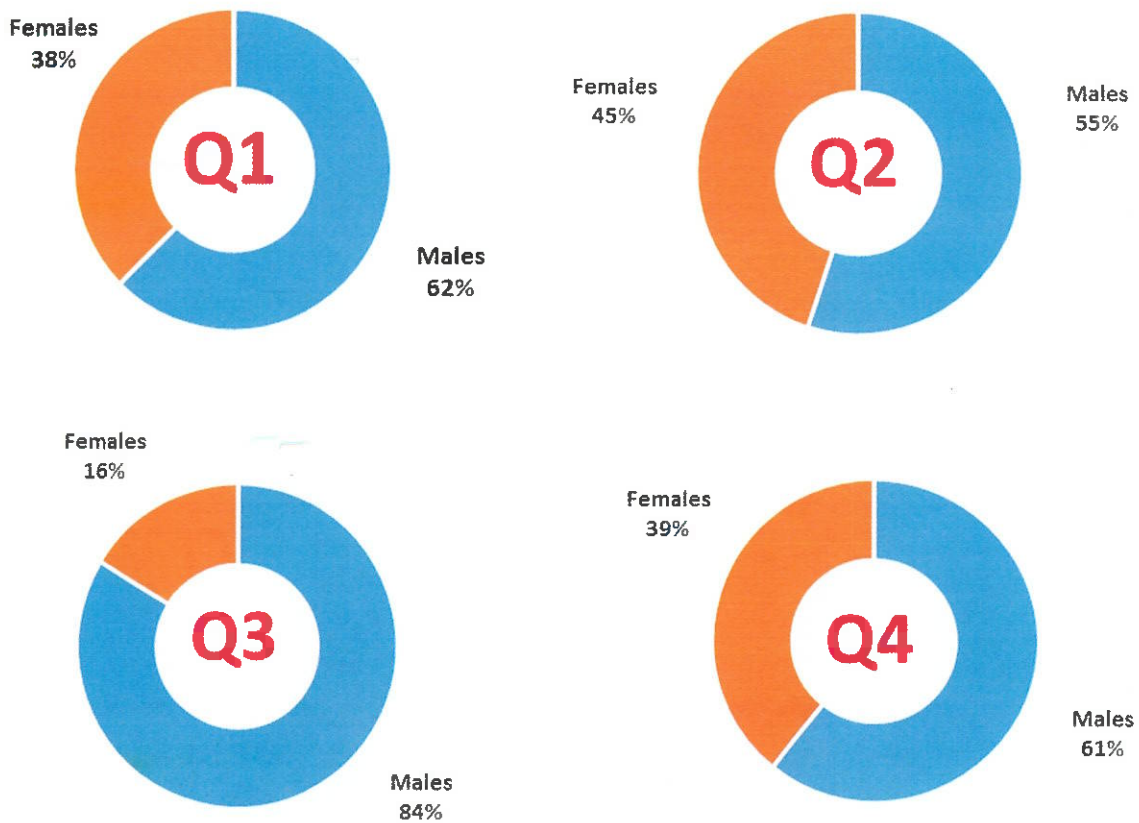
- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the difference in mean bonus pay of men and women, expressed as a percentage;
- the difference in median bonus pay of men and women, expressed as a percentage;
- the proportion of men and women who received bonus pay; and
- the proportion of full-pay men and women in each of four quartile pay bands.

Each of these have been calculated using standard methodologies to enable comparison across the wider economy and I am pleased to report that whilst we still have some work to do, we compare well against other employers.

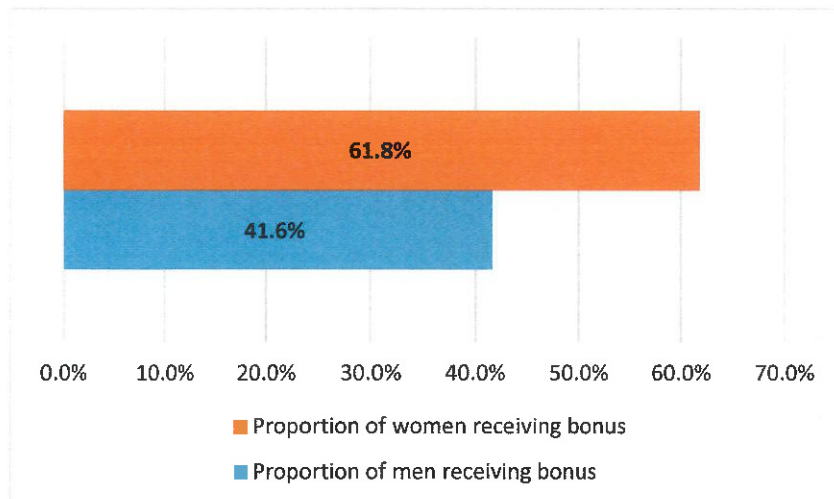
EasiDrive is committed to equality of opportunity and rewarding success and we are pleased that a gender pay gap of 6.7% compares favourably against other vehicle trades where the gender pay gap is reported as 16% (reference Office of National Statistics). We are also delighted that our gender pay gap is much narrower than that of the wider economy which at the time of writing is reported as 17.4%.



Factors contributing to our pay gap are broadly similar to those in the wider economy, there are more male staff in our senior roles that command higher rates of pay, and this is also the case in many of our technical roles which also command higher rates of pay. The gender split across the four pay quartiles is as follows:



The mean bonus gap reveals a 8.2% split in favour of females, however this figure is influenced by bonus payments at board level from the previous year where there was an even number of male and female staff. Our operation is a heavily target driven environment with 60% females receiving bonus compared to 40% of men, this split is mainly due to our driver population that primarily is made up of male staff and this role doesn't carry any bonus entitlement.



Not an organisation to rest on our laurels we actively look for ways to encourage diversity in our workforce at all levels and as such offer policies and benefits to promote gender equality such as:

- dependants leave
- childcare vouchers
- flexible start and finish times
- ability to buy and sell additional annual leave.

I am pleased with our results, the analysis and commentary demonstrate our commitment to providing a great place to work for all our staff and we will continue to make changes where we see opportunity.



Steve Turner

CEO