

Gender Pay Gap Report 2023

What is the gender pay gap and why are we reporting this?

It is a legal requirement for all employers with 250 or more employees, to calculate and publish their gender pay and gender bonus gaps. 2022 is the first year that ABL 1 Touch meets the criteria to report on our Gender Pay Gap. The Gender Pay Gap is the measure of the difference between the average pay for all women in the organisation compared to all men. It is a snapshot based on employees as at 5 April 2022.

Our Gender Pay Gap

Our Gender Pay Gap figures can be found in Appendix 1.

The automotive industry has traditionally been and still is, a male dominated industry. It is widely noted that the automotive industry is lagging behind other sectors as it seeks to redress its gender imbalance. Our workforce, like many others in our industry, is predominantly male. The data suggests that one of the main factors influencing our gender pay gap is the lack of females in senior level roles within our Company.

In the future we aim to:

- Make sure that all line managers are trained on the subject of diversity
- Actively encourage female candidates to apply for our roles in all areas of the business
- Continue to have at least 1/3 of females in our apprentice roles
- Promote the successes of our female role models internally and externally
- Offer a greater level of flexibility in the working hours in organisation
- Ensure our process and policies foster a culture and environment of a diverse workforce and enable everyone to do their best work

We will use the data from the gender pay gap in line with internal processes to ensure that action is taken to reduce these gaps in the future, to enable everyone at ABL 1 Touch to build and sustain a successful career with us.

I confirm that the data reported is accurate.



Tony Lawman

CEO



Appendix 1

Proportion of men and women in the four pay quartiles: Calculated by sorting all employees' hourly pay from highest to lowest, then dividing into four equal quartiles. At ABL 1 Touch, the proportions of men and women in each quartile are as follows:

		Male %	Female %
Upper Quartile	74 Highest paid employees	93%	7%
Upper Middle Quartile	74 employees	97%	3%
Lower Middle Quartile	74 employees	92%	8%
Lower Quartile	74 Lowest Paid employees	72%	28%
Whole Company	296 Employees	88%	12%

Average Mean Hourly Pay: Calculated by totalling the hourly pay for men and women, then dividing by the total numbers of Men or Women. At ABL 1 Touch, the female Mean average is 21.75% lower than the male Mean average.

Average Median Hourly Pay: Calculated by sorting all the hourly pay for men and women from lowest to highest, then comparing the middle number (Median) at each. At ABL 1 Touch the median female hourly rate is 30.1% lower than the male median

Proportion of men and women receiving bonuses: At ABL 1 touch 74% of women received a bonus and 71% of men received a bonus.

Average Mean bonus pay: Calculated by totalling the bonus pay for men and women, then dividing by the total numbers of men or women. At ABL 1 Touch, the female mean average is 37.7% lower than the male mean average.

Average Median bonus pay: Calculated by sorting all bonus pay for men and women from lowest to highest, then comparing the middle number (Median) at each. At ABL 1 Touch the median female bonus pay is 49.5% lower than the male median.

