



Gender Pay Gap Report 2024

Introduction



ABL 1 Touch stands committed to fostering an environment where every individual is valued, respected, and empowered to excel. Central to this commitment is our unwavering dedication to transparency and accountability, especially in addressing critical issues such as the gender pay gap.

This report represents our ongoing journey towards gender equality and for us to confront the realities of our organisational and industry landscape, acknowledging both our successes and areas for improvement. By openly examining our gender pay dynamics, we aim to continue meaningful conversations, drive informed decision-making, and effect tangible change.

Importantly, this report serves not only as a retrospective examination but also as a roadmap for future action. It outlines targeted initiatives and strategies aimed at narrowing the gender pay gap, promoting equitable practices, and fostering a culture of inclusion and belonging at every level of ABL 1 Touch.

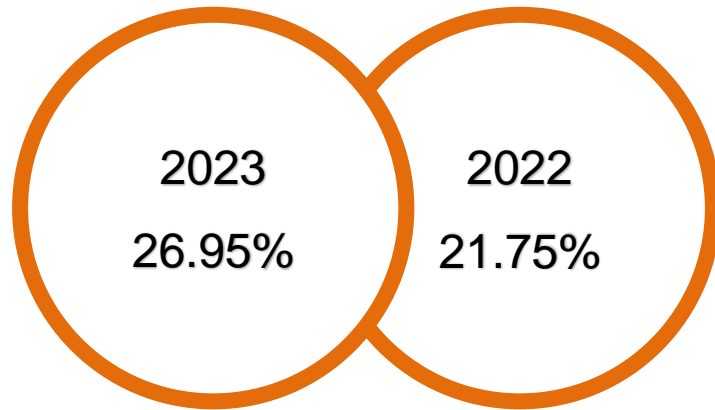
This year, we reaffirm our commitment to building a workplace where every individual, regardless of gender, can thrive and realise their full potential. We aspire to set a standard of excellence in the Automotive Industry promoting gender equity and fostering a workplace culture that celebrates diversity and empowers all.

A handwritten signature in black ink, appearing to read 'Tony Lawman'.

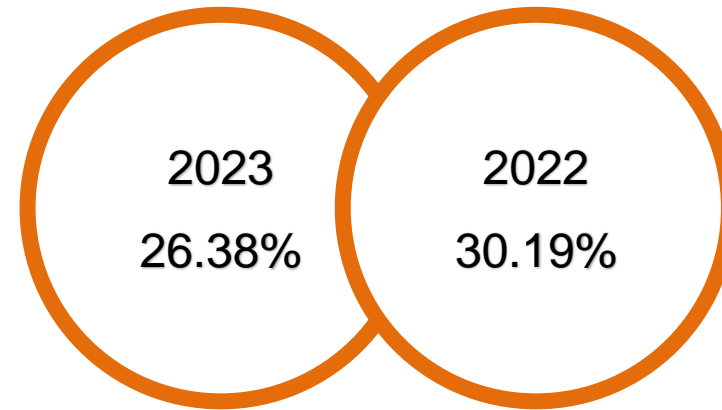
Tony Lawman (CEO)

Gender Pay Gap

Mean Gender Pay Gap



Median Gender Pay Gap

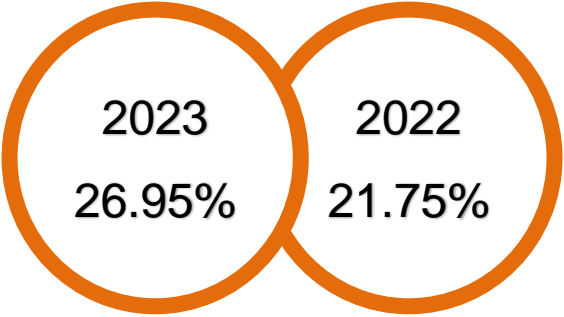


The increase in our mean gender pay gap may be due to the market increase in salaries seen in 2023, those, Males, entering the business in 2022 & 2023 commanded higher salaries than those previously. However through our new annual pay review processes, standardised pay increases were applied to all individuals which has helped reduce our median gender pay gap from 2022.

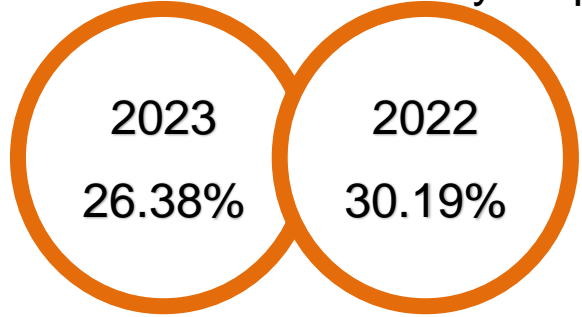
Gender Pay Gap



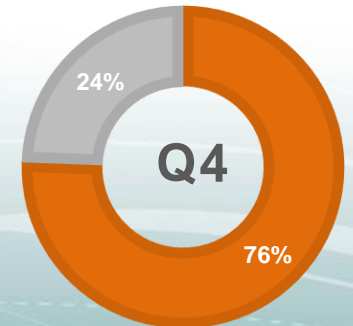
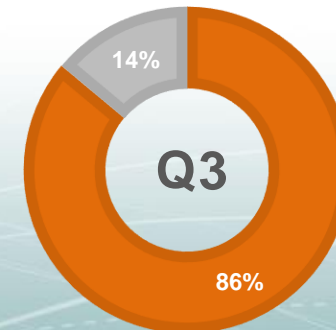
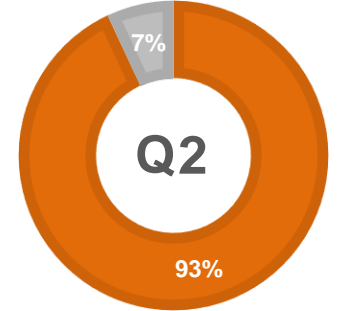
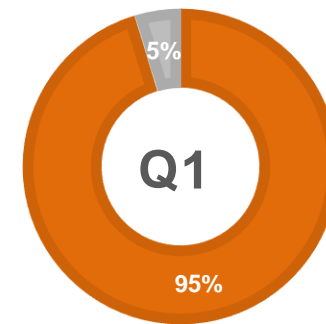
Mean Gender Pay Gap



Median Gender Pay Gap



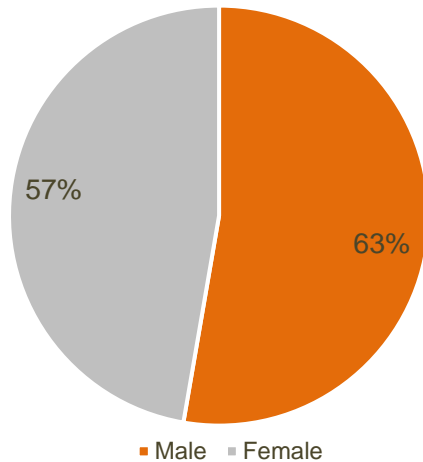
Our Workforce



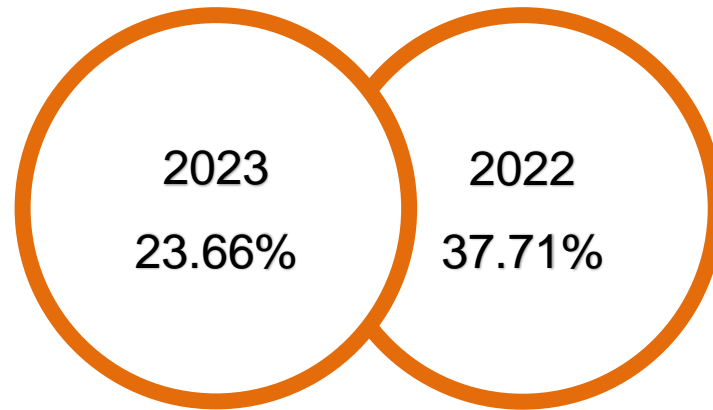
The data for both the mean, median and pay quartiles are entirely reflective of our Company demographics. Overall we have more males in our Company therefore our level of males vs female in senior positions is also skewed heavily on the male side therefore, our average male salary is higher than our average female salary.

Gender Bonus Gap

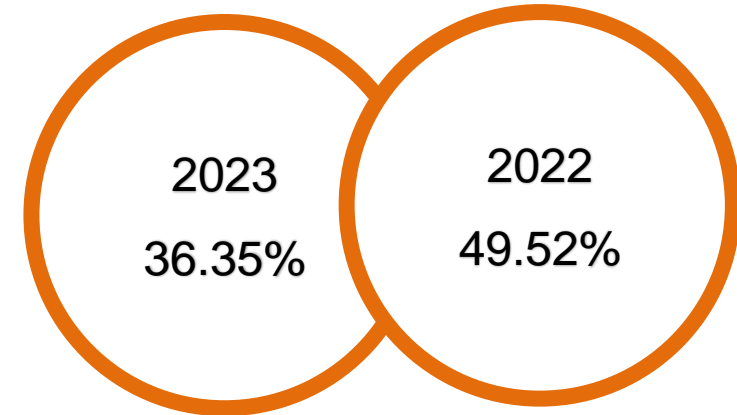
Percentage of men and women receiving bonus



Mean Bonus Pay Gap



Median Bonus Pay Gap



The bonus pay figures confirm that the number of males and females who receive a bonus is nearly equal. The disparity in average bonus earnings likely due to the fact that our Production teams form a large part of our organisation and have the highest number of males and these roles attract a bonus scheme. This coupled with the fact that our executive and senior management teams are predominantly male. The reduction from 2022 figures is a positive sign that we are heading in the right direction.

Our Actions



Our ongoing commitments:

- 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

Our Actions



What we have done so far:

- In 2023 we launched our Management Development Programme. Modules included Recruitment, Wellbeing and Diversity & Inclusion
- Launch of our Learning Management System for all employees with mandatory training for managers on topics including Diversity, Inclusion & Wellbeing
- 25% of our 2023 apprentice cohort were female and overall 23% of our Apprentices are female
- Appointment of an Early Careers Manager to enhance our Apprentice programme and recruitment strategies
- We continue to highlight the successes our Female role models including introducing a 'Spotlight' session with 2 senior female individuals for International Women's day
- A review is ongoing of all our Policies to ensure they are fit for purpose and allow all employees to thrive
- In 2023 we began a review of our working hours beginning with our Claims Team and have plans to roll-out new working hours in 2024
- Appointment of Females into management roles across our Production, Claims and Finance departments as well as female appointments in Senior and Executive Leadership Teams.

While we acknowledge the existence of a gender pay gap and that there is still work to do, we must also recognise that it represents an opportunity for growth and improvement. ABL 1 Touch is dedicated to cultivating an environment where all employees are valued and rewarded fairly for their contributions, irrespective of gender.

Appendix



How we calculate our Gender Pay Gap figures:

What is the gender pay gap?

It is a legal requirement for all employers with 250 or more employees, to calculate and publish their gender pay and gender bonus gaps. The Gender Pay Gap is the measure of the difference between the average pay for all women in the organisation compared to all men. This report shares our gender pay gap data for the 12 months to April 2023, calculated using the data for 343 ABL 1 Touch Employees.

Average Mean Hourly Pay: Calculated by totalling the hourly pay for men and women, then dividing by the total numbers of Men or Women.

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

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.

Proportion of men and women receiving bonuses: Calculated by showing the number of women who received a bonus as a percentage of all women in the business the number of men who received a bonus as a percentage of all men in the business.

Average Mean bonus pay: Calculated by totalling the bonus pay for men and women, then dividing by the total numbers of men or women.

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.