



Accident  
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Group

# Gender Pay Gap Report

2025



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## 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.

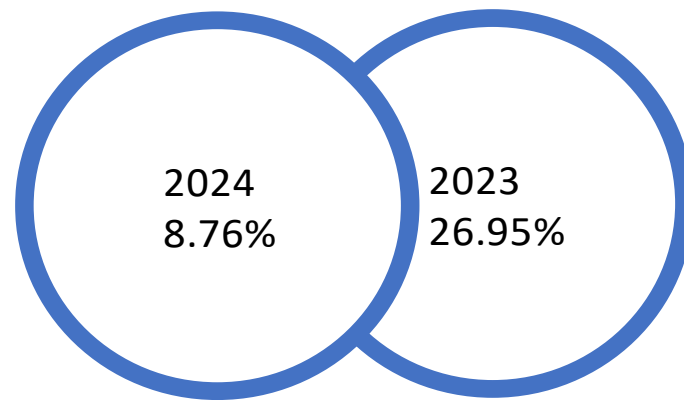
This year, we reaffirm our commitment to building a workplace where every individual, regardless of gender, can thrive and realise their full potential. We aspire to set a standard of excellence in the Automotive Industry promoting gender equity and fostering a workplace culture that celebrates diversity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



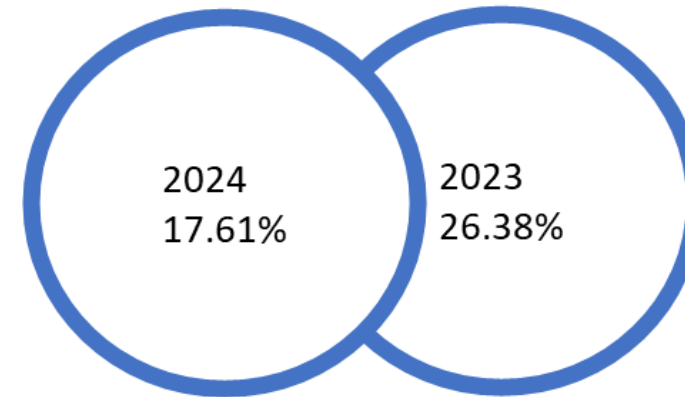
Tony Lawman (CEO)

## Mean and Median Pay Gap

Mean Gender Pay Gap

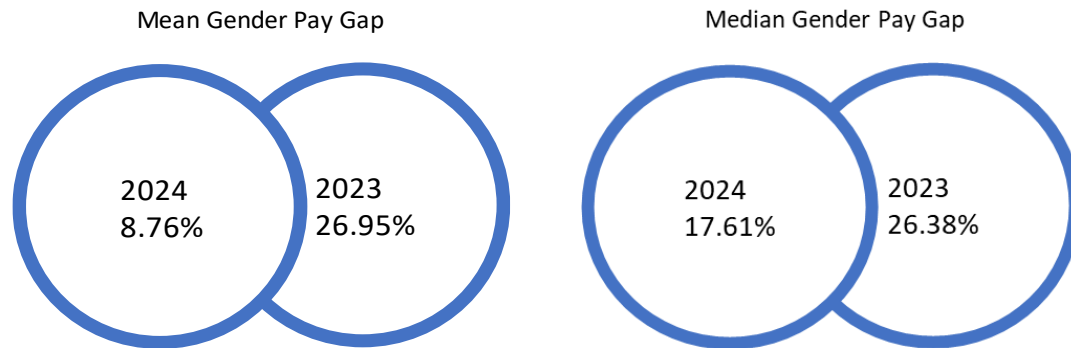


Median Gender Pay Gap



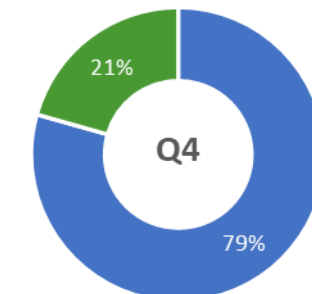
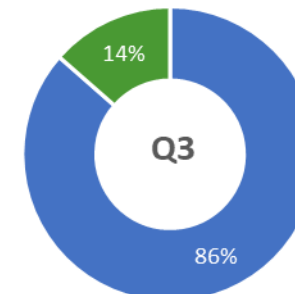
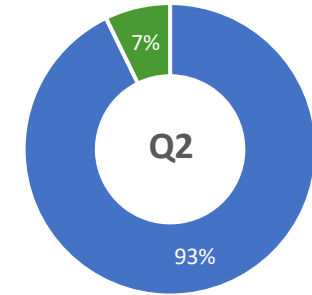
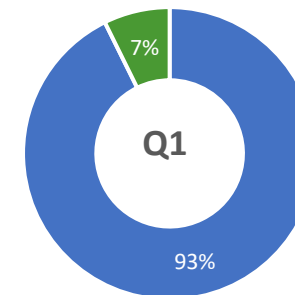
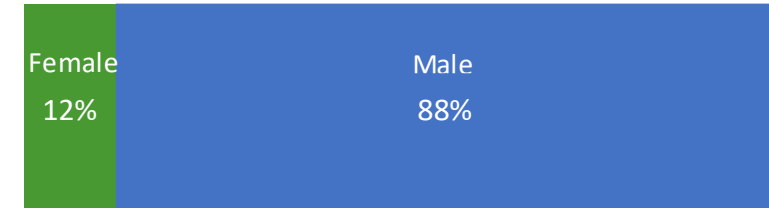
There has been a significant closing of the gap between both mean and median average pay for males and females this year compared to 2023 supported by our continuing annual pay reviews and standardised pay increases.

## Mean and Median Pay Gap



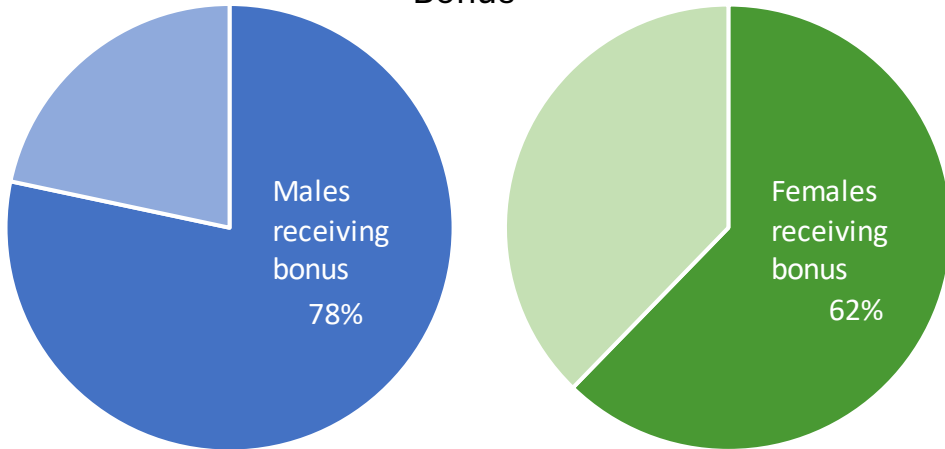
The data for both the mean, median and pay quartiles are entirely reflective of our Company demographics. Overall we have more males in our Company therefore our level of males vs female in senior positions is also skewed heavily on the male side which in turn means our average male salary is higher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

## Our Workforce

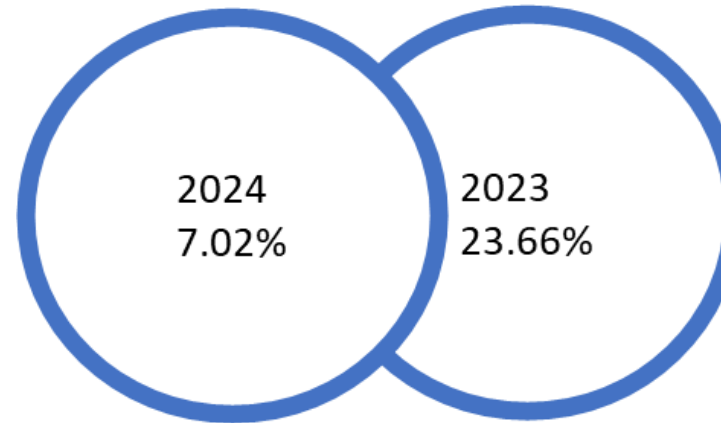


## Mean and Median Bonus Gap

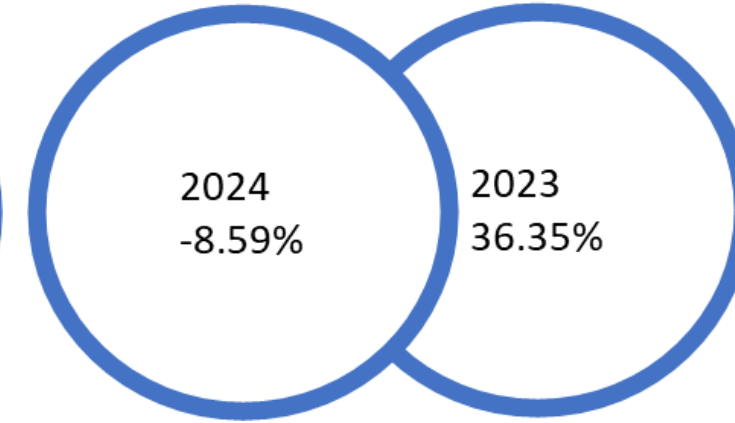
Percentage of Males and Females receiving Bonus



Mean Bonus Pay Gap



Median Bonus Pay Gap



The proportion of females receiving a bonus is lower compared to males. This is mainly due to a larger proportion of males in the production team where the role attracts a bonus. However, the mean bonus pay gap has reduced significantly from 2023 and in fact, the median bonus for females is now slightly higher than for males. This was influenced by the improvement in gender balance in the executive team during 2024.

## 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 2024....
- Our percentage of Female in Manager or Assistant Manager roles in our Production Teams increase to 20%
- We improved our Recruitment processes across the Company:
  - standardised Interview frameworks for all roles to ensure consistency and transparency in our recruitment processes
  - Widened our advertising outreach ensuring we are utilising a range of platforms to attract candidates
  - Revamped our job adverts to highlight flexible opportunities, our commitment to ED&I and accessible recruitment and interview processes
- We have enhanced our Apprenticeship offering at ABL 1 Touch to attract a wider pool of candidates
  - Offered new roles outside of Production
  - Changing of provider of our Apprenticeship Programme for Technicians
  - Moved to single skill Technician apprenticeships
  - Nominated for Best Apprenticeship Programme at the Bodyshop Excellence Awards
- We celebrated female successes within the Company both internally and externally – one example being our first Apprentice to pass their apprenticeship programme and join the team as a Technician, was a female
- We came together to international Women’s Day with a virtual coffee and insights sessions. We were joined by women from various roles, including Production Managers, technical colleagues, members of the Executive Leadership Team, Apprentices, and support functions. The event provided a platform for discussing the unique challenges and triumphs of being a woman in a traditionally male-dominated industry.
- Sexual Harassment Awareness training was rolled out across the Company emphasising ABL 1 Touch zero tolerance stance and creating a more inclusive work environment that would attract a broader range of employee including Females

While we acknowledge the existence of a gender pay gap and that there is still work to do, we have done much to close the gap this year. We must also recognise that it continues to represent 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 2024, calculated using the data for 436 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 Male or Female.

**Average Median Hourly Pay:** Calculated by sorting all the hourly pay for males and females from highest to lowest, then comparing the middle number (Median) of each.

#### **Proportion of males and females in the four pay quartiles:**

Calculated by sorting all employees' hourly pay from highest to lowest, then dividing into four equal quartiles.

#### **Proportion of males and females receiving bonuses:**

Calculated by showing the number of females who received a bonus as a percentage of all females in the business and the number of males who received a bonus as a percentage of all males in the business.

**Average Mean Bonus pay:** Calculated by totalling the bonus pay for males and females, then dividing by the total numbers of males or females who received a bonus.

**Average Median Bonus pay:** Calculated by sorting all bonus pay for males and females from highest to lowest, then comparing the middle number (Median) of each.