

# Gender Pay Gap Report at 5<sup>th</sup> April 2022

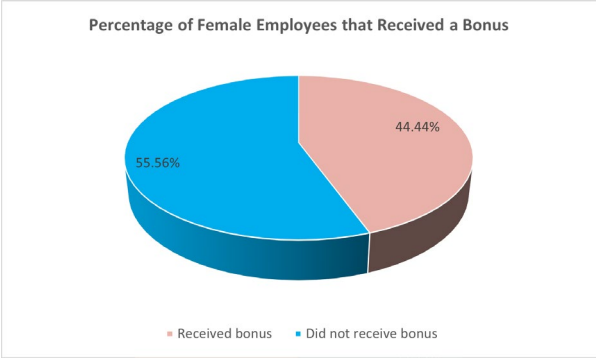
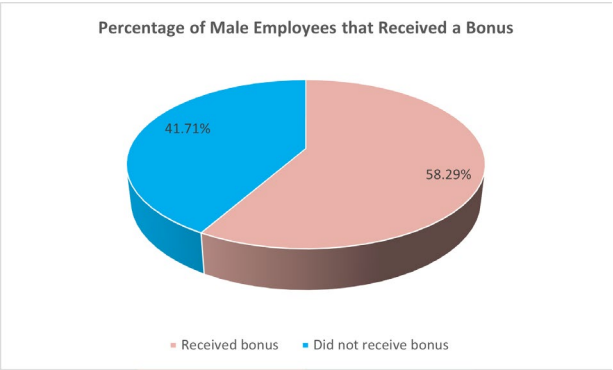
Fish Brother (Swindon) Ltd are confident that men and women are paid equally for performing the same roles within the group. However, when reviewing the data there is an evident gender pay gap. The primary reason for this is that there are a significantly higher proportion of men than women in senior roles within the group. The workforce at Fish Brothers is male orientated (which is in line with many similar organisations in the motor industry). Applications from female applicants are strongly encouraged and we continually strive to redress the balance.

## Pay and Bonus Gap

The gender pay gap is the difference between the mean or median hourly rate of pay that male and female colleagues receive. The gender bonus gap is the difference between the bonuses that male and female colleagues receive.

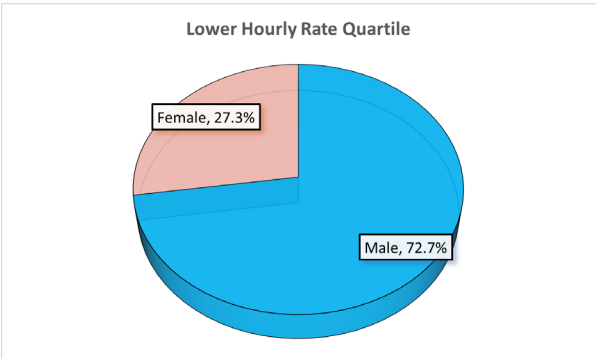
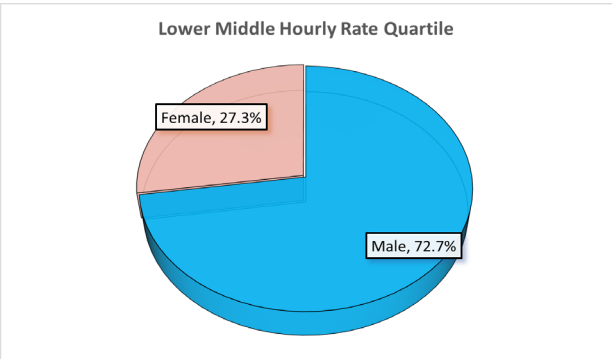
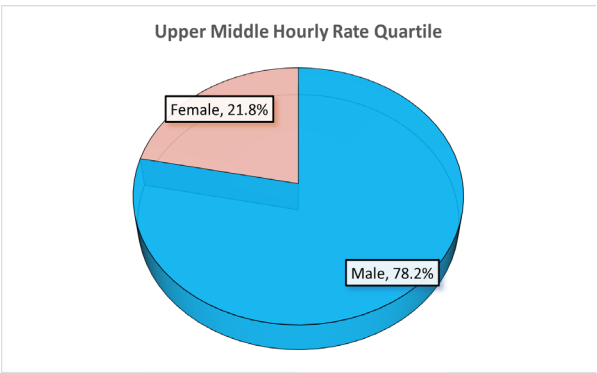
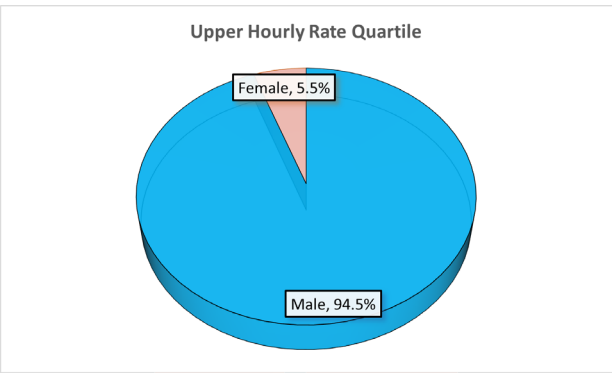
	Mean	Median
Pay Gap	29.62%	20.05%
Bonus Gap	69.01%	5.02%

## Proportion of Colleagues Awarded a Bonus



## Pay Quartiles

The below indicates the gender split when we arrange hourly rates of pay from highest to lowest and group into four quartiles.



I confirm the data reported is accurate.

Greg Hughes (Finance Director)

## Action Plan – 2022

Fish Brothers (Swindon) Limited encourages applications from all genders and continually seeks to redress the imbalance shown in the figures above. An Action Plan to support this has been developed.

- We will review our recruitment methods to ensure they do not discourage any particular group from applying to any position within the organisation.
- We will introduce recruitment guidelines that will be designed to minimise the risk of unconscious bias throughout the recruitment process. This will include a review of our advertising material for any possible unconscious bias or gender specific terms.
- We will review our family friendly policies to ensure they are up-to-date, accessible and inclusive for all staff.
- We will review leaver data to identify any trends or patterns in the information provided to us by leavers.
- We will undertake an outreach programme with local schools and colleges to ensure that female students are aware of the opportunities within the organisation and offer support and guidance to all students via such events as careers fairs and mock interview days.