



NORTON WAY
GROUP



GENDER PAY GAP REPORT 2023

NORTON WAY GROUP

INTRODUCTION

- The automotive industry has traditionally been characterised by its male-dominated workforces, however, as the norms and stereotypes within the industry have changed and Norton Way Group has grown, we have improved the diversity and inclusion of our workforce.
- We are committed to the career development and upskilling of our employees, to allow them to reach their full potential irrespective of gender.
- Norton Way Group is highly supportive of the government's decision to require companies to publish their gender pay gap statistics, and we confirm the data reported is accurate and in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

OUR FINDINGS

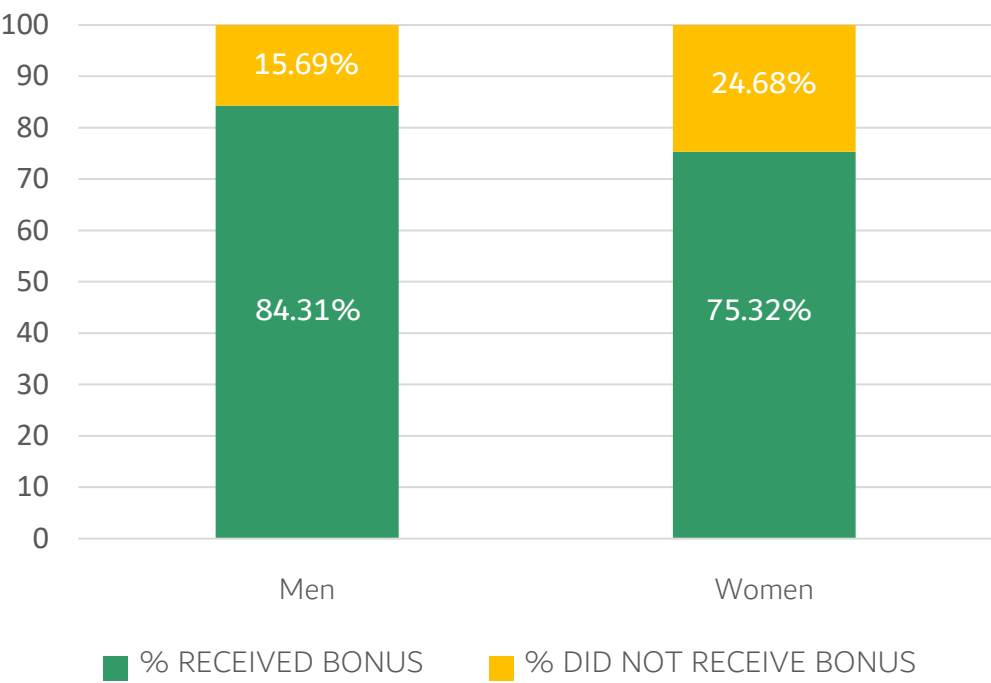
Norton Way Group’s gender pay gap data was collected on the snapshot date of **5th April 2023**. At this point, there were a total of 447 employees within our workforce; **346 males, and 101 females**.

GENDER PAY GAP DATA 2023

	MEAN (average)	MEDIAN (middle)
Gender Pay Gap	19.57%	7.32%
Gender Bonus Gap	33.02%	48.97%

- Norton Way Group’s gender pay gap is strongly determined by the high proportion of the Leadership and Management team being male. The high salaries associated with these roles increase the mean male hourly pay overall.
- Norton Way Group’s gender bonus gap is determined by the structure of our commission and bonus packages. The majority of remuneration opportunities within the Company lie in the Service, Parts and Sales departments, and the Leadership and Management teams, all of which are male-dominated. These roles earn higher bonus values, therefore significantly impacting our mean and median bonus pay gap.

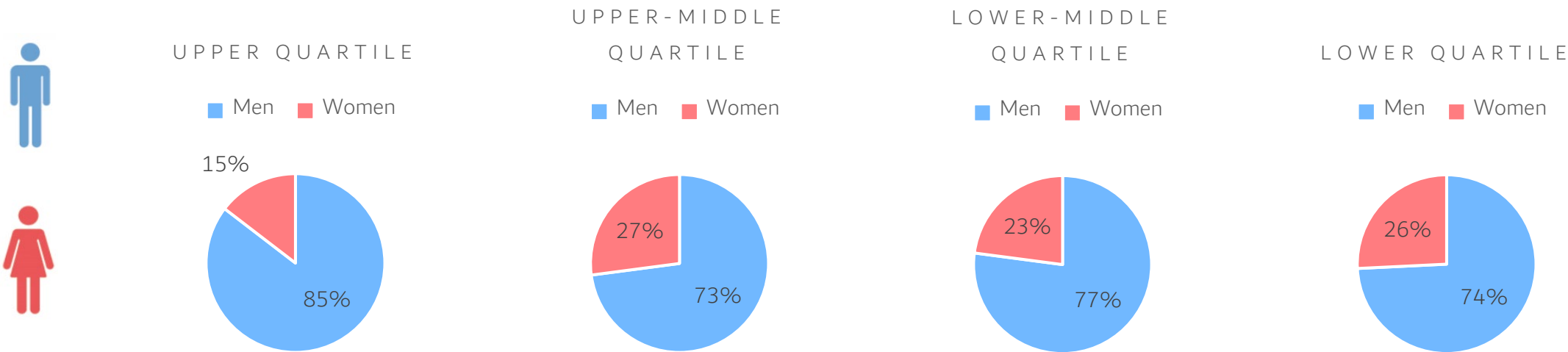
BONUS PAY PROPORTIONS



OUR FINDINGS

SALARY QUANTILES 2023

The proportion of males and females in each quartile pay band to include only full-pay relevant employees is as follows:



CLOSING THE GAP – LOOKING AHEAD

- Norton Way Group are committed to delivering existing and developing new initiatives to improve our ability to develop, engage, and attract female candidates and employees to increase our female demographic and achieve a gender balance at all levels of our business.
- We encourage flexible working across all levels of Norton Way Group; many of our employees throughout the Company benefit from a flexible working environment and arrangements, to enable an improved work-life balance and greater ability to manage their commitments.
- We are continually investing in coaching and mentoring to support our employees, to build confidence, and enhance their career development within the Company. In 2020, we developed a Mentor Programme for our leaders to attend, focusing on improving their employee management skills, which we implemented in 2021 with our first two cohorts of leaders. This year, we are implementing a Future Leaders programme, aimed at developing our employees who we've identified as having the potential to progress into a management positions.
- In early 2023 we attended local schools and colleges and held sessions with groups of students centred around the apprenticeship opportunities at Norton Way Group, with the aim of establishing partnerships and promoting apprenticeships to female school-leavers, as we are eager to encourage women into Technician roles and our Sales teams, by breaking down preconceptions of the automotive industry.
- To further understand and improve our Gender Pay Gap, Norton Way Group renewed our Automotive 30% Club membership this year.