

HALO ARC

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# Gender Pay Gap Report

# 2024

In line with the UK Government Regulations, Halo ARC is publishing its annual Gender Pay Gap report reflecting payments made on 5 April 2024.

We have analysed our data and identified that our gender pay gap is as follows:

<b>Gender pay gap</b>	<b>Mean % (average)</b>	<b>Median % (middle)</b>
Hourly pay gap	17.90	33.29
Bonus pay gap	41.75	60

- Mean gender pay gap = 17.90% - this shows the difference between the mean (average) hourly rate of pay that male and female employees receive.
- Median gender pay gap = 33.29% - this shows the difference between the median (midpoint) hourly rate of pay that male and female employees receive.
- Mean bonus gender pay gap = 41.75% - this shows the difference between the mean (average) bonus pay that male and female employees receive.
- Median bonus gender pay gap = 60% - this shows the difference between the median (midpoint) bonus pay that male and female employees receive.

<b>Gender pay gap</b>	<b>Male %</b>	<b>Female %</b>
Bonus gap	14.89	25.42

- Proportion of males receiving a bonus payment = 14.89%
- Proportion of females receiving a bonus payment = 25.42%

As required by the regulations we have split our colleagues into four equal quartiles based on their average total hourly rate of pay to show the gender distribution for each quartile.

<b>Pay band quartile</b>	<b>Male %</b>	<b>Female %</b>
Lower quartile	92.78	7.22
Lower middle quartile	96.91	3.09
Upper middle quartile	63.92	36.08
Upper quartile	85.57	14.43

The above pay band quartile data is calculated from 388 employees.

329 male employees = 84.79%

59 female employees = 15.21%

The automotive industry has traditionally been male-dominated, particularly in roles such as vehicle technicians, vehicle damage assessors, and drivers, which together make up 65% of our workforce. With technician roles alone accounting for 50% of our employees, this has naturally influenced our gender pay gap. However, we remain committed to breaking these industry norms by encouraging more women into these roles and creating pathways for greater gender balance across all areas of our business.

The gender pay gap data comparison between March 2023 and March 2024 highlights some positive progress. While the mean ordinary pay gap increased slightly from 14.7% to 17.9%, the median gap improved, decreasing from 37.41% to 33.29%. Encouragingly, more women are now represented in the upper middle and upper pay quartiles, indicating movement towards higher-paid roles.

A significant positive shift is seen in bonus recipients, with the percentage of women receiving bonuses tripling from 8.51% to 25.42%, surpassing the percentage of men. Additionally, the mean difference in bonus pay dropped significantly from 72.83% to 41.75%, reflecting a more balanced distribution.

While challenges remain, we are making meaningful strides toward greater pay equity and career advancement for women.

Over recent years, we have taken significant steps toward a more gender-balanced workforce, with more women moving into management and traditionally male-dominated roles through our successful talent programs.

At Halo, we are dedicated to ensuring that all our people have the opportunity to thrive and progress in their careers. We recognise that there is still work to be done to achieve gender balance at every level, and we are fully committed to making that a reality.

Our ongoing efforts focus on strengthening and evolving our strategies to foster an inclusive, diverse, and supportive culture - one where everyone has the opportunity to succeed be extraordinary.