

HALO ARC



Always be extraordinary

Gender Pay Gap Report

2025

In line with the UK Government Regulations, Halo ARC is publishing its annual Gender Pay Gap report reflecting payments made on 5 April 2025.

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

Gender pay gap	Mean % (average)	Median % (middle)
Hourly pay gap	19.88	35.33
Bonus pay gap	65.57	53.33

- Mean gender pay gap = 19.88% - this shows the difference between the mean (average) hourly rate of pay that male and female employees receive.
- Median gender pay gap = 35.33% - this shows the difference between the median (midpoint) hourly rate of pay that male and female employees receive.
- Mean bonus gender pay gap = 65.57% - this shows the difference between the mean (average) bonus pay that male and female employees receive.
- Median bonus gender pay gap = 53.33% - this shows the difference between the median (midpoint) bonus pay that male and female employees receive.

Gender pay gap	Male %	Female %
Bonus gap	11.70	15.00

- Proportion of males receiving a bonus payment = 11.70%
- Proportion of females receiving a bonus payment = 15%

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.

Pay band quartile	Male %	Female %
Lower quartile	74.04	25.96
Lower middle quartile	73.33	26.67
Upper middle quartile	93.33	6.67
Upper quartile	97.15	2.85

The above pay band quartile data is calculated from 483 employees.

403 male employees = 83.44%

80 female employees = 16.56%

The automotive industry has historically been male-dominated, particularly in technical and operational roles such as vehicle technicians, vehicle damage assessors and drivers. Within Halo, these roles make up approximately 65% of our workforce, with technician roles alone accounting for around 50% of our employees. As these roles command higher salaries and continue to attract a predominantly male workforce across the industry, this remains a key factor influencing our gender pay gap.

Despite this structural challenge, we remain committed to increasing female representation across all areas of our business and creating pathways for women to progress into higher-paid and leadership roles.

Our 2025 Gender Pay Gap results show a mixed picture. The mean gender pay gap increased from 17.9% in March 2024 to 19.88% in April 2025, while the median pay gap increased slightly from 33.29% to 35.33%. These changes reflect the continued impact of workforce composition within an industry where technical roles remain heavily male-dominated.

The distribution of women across pay quartiles has shifted this year. In 2025, women make up 25.96% of the lower pay quartile and 26.67% of the lower middle quartile, compared with 7.22% and 3.09% respectively in 2024. Representation in the upper middle and upper pay quartiles has decreased to 6.67% and 2.85%. This change reflects movements in workforce structure and role distribution during the reporting period.

Bonus participation reduced across the organisation compared with 2024. In 2025, 15.00% of women and 11.70% of men received a bonus, compared with 25.42% of women and 14.89% of men in the previous year. While women remain more likely than men to receive a bonus, the bonus pay gap increased compared with the previous year, with the mean bonus gap rising from 41.75% to 63.57% and the median bonus gap decreasing slightly from 60.00% to 53.33%.

While the overall pay gap has increased slightly this year, we remain focused on addressing the structural factors that influence pay differences across the organisation. Improving gender balance in higher-paid and technical roles remains a key priority for Halo.

Over recent years, we have taken meaningful steps to support a more gender-balanced workforce, including developing more women into management and specialist roles through our internal talent and development programmes.

Our ongoing actions include:

Increasing female representation in technical roles

- Promoting technician and operational career pathways to women through targeted recruitment and outreach.
- Partnering with training providers and apprenticeship programmes to encourage more women into automotive technical careers.

Supporting career progression

- Continuing to develop internal talent programmes that support women into leadership, management and specialist roles.
- Providing mentoring, development opportunities and career pathways to help women progress into higher-paid roles.

Ensuring fair reward practices

- Reviewing pay and bonus processes to ensure fairness and consistency in reward decisions.
- Monitoring pay and bonus outcomes annually to identify and address any disparities.

Strengthening inclusive recruitment

- Reviewing recruitment practices to ensure they attract diverse candidate pools.
- Encouraging balanced shortlists for leadership and specialist positions.

At Halo, we are committed to creating an inclusive workplace where everyone has the opportunity to thrive and progress. We recognise that achieving gender balance across our workforce will take time, particularly within an industry that has traditionally seen lower female representation in technical roles.

However, we remain focused on building a diverse and inclusive culture where all our people are supported to succeed, develop their careers and be extraordinary.