

GENDER PAY GAP 2025



PAY DATA

DIFFERENCE IN HOURLY RATE

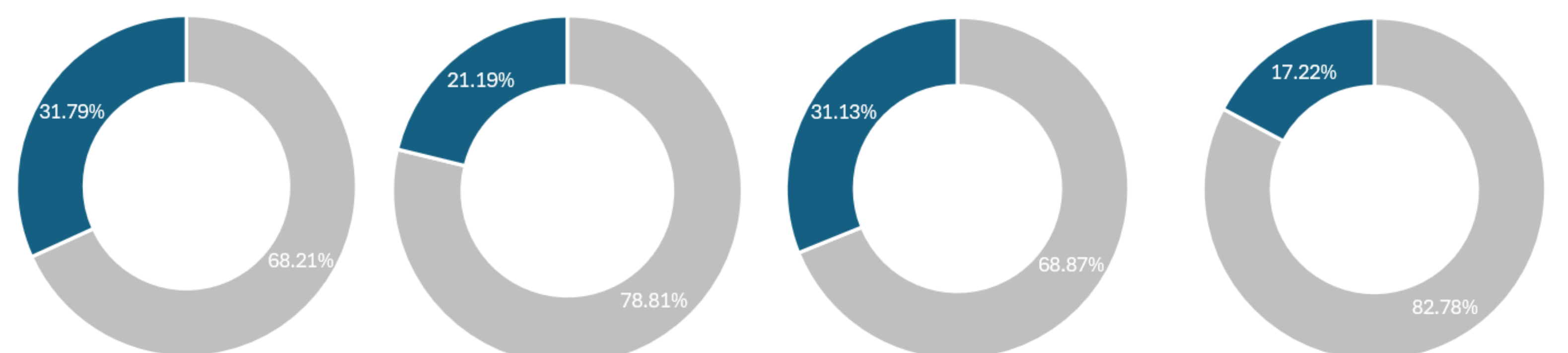
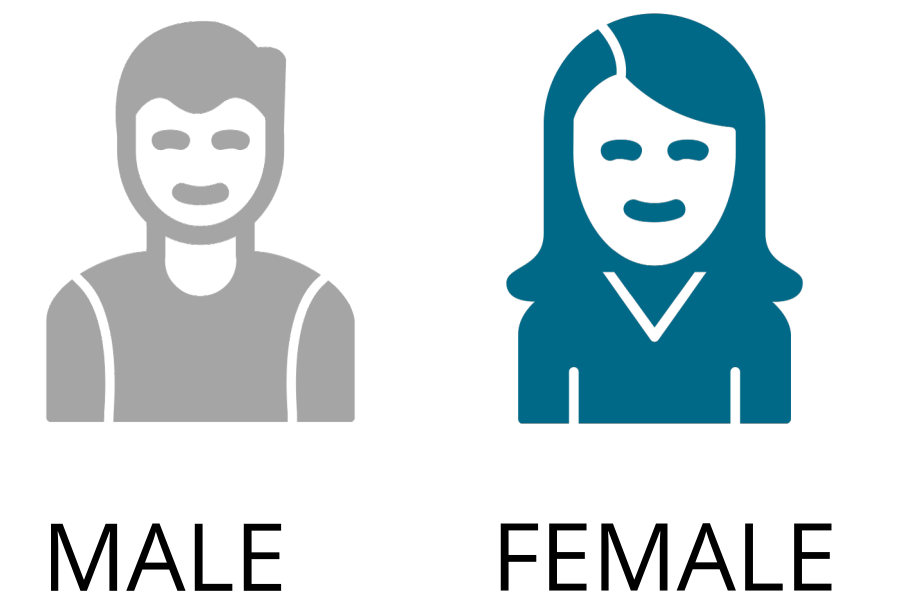
MEAN	MEDIAN
Women's mean hourly rate is 12.3% lower than men's	Women's median hourly rate is 2.5% lower than men's

When comparing mean hourly rates, women earn **87.7p** for every **£1** men earn

When comparing median hourly rates, women earn **97.5p** for every **£1** men earn

PAY QUARTILES

The image below shows the gender distribution at City West Country Limited when colleagues are placed into four equally sized quartiles based on pay



Quartile 1 (lower)

Quartile 2

Quartile 3

Quartile 4 (upper)

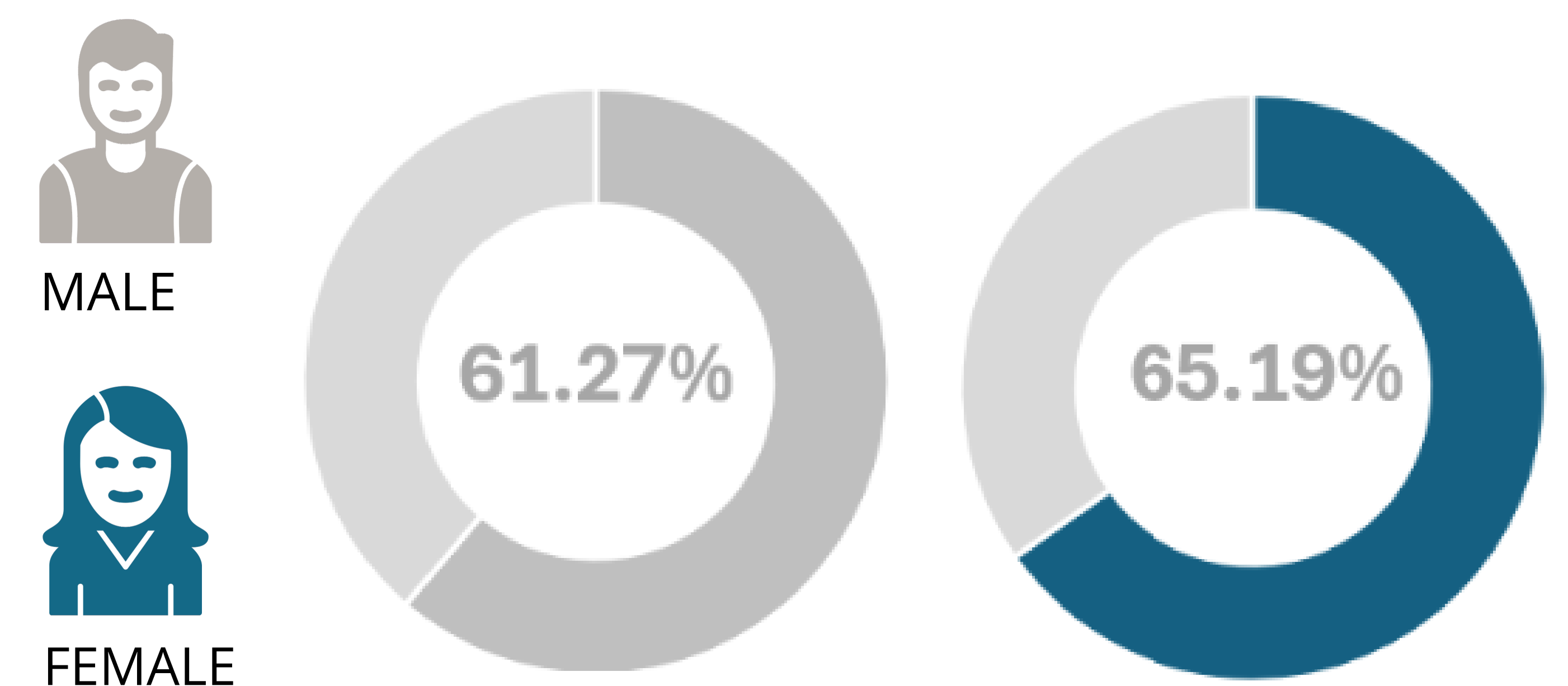
Proportion of male and female staff in quartiles

BONUS DATA

BONUS PAY GAP

MEAN	MEDIAN
Women's mean bonus pay is 20.93% lower than men's	Women's median bonus pay is 54.66% lower than men's

PROPORTION OF STAFF RECEIVING A BONUS PAYMENT



A message from **Richard Syree**, Head of Human Resources at City West Country Limited:

City West Country Limited remains committed to creating a diverse and inclusive place to work, with equality and fairness embedded within our values, policies and everyday practices. We aim to recruit, nurture and retain a workforce that reflects the diversity of our customer base and the communities in which we operate.

As part of this commitment, we continue to focus on creating a more gender-balanced workforce and ensuring that women and men have equal opportunities to develop, progress and succeed within the business, including access to fair and equitable pay.

Women currently make up approximately 30% of our workforce, which remains significantly higher than the wider automotive industry average of under 20% (SMMT, 2023). This continues to demonstrate our long-term focus on improving gender balance within a traditionally male-dominated sector.

Understanding our 2025 gender pay gap results

Our 2025 gender pay data shows that the mean gender pay gap increased from 8.2% in 2024 to 12.3% in 2025, while the median gender pay gap moved from -0.7% to 2.5% over the same period. These changes reflect movements in the distribution of men and women across pay quartiles rather than unequal pay for equal work.

In particular, the 2025 data shows an increase in female representation within the lower pay quartile, alongside a smaller increase in the upper pay quartile and a reduction in the middle quartiles. This shift in workforce composition has contributed to the year-on-year increase in the headline hourly pay gap.

Bonus pay

Over the 12 months preceding the snapshot date, we saw a reduction in the mean bonus pay gap, decreasing from 29.1% in 2024 to 20.9% in 2025. However, the median bonus pay gap increased from 22.9% to 54.7%, reflecting changes in the distribution and value of bonus payments at the midpoint of the workforce. Across our wider workforce, men and women continue to have equal access to roles that attract performance-related variable pay. In 2025, 65.2% of women and 61.3% of men received a bonus, meaning women remained more likely than men to receive a bonus, although the difference between male and female bonus participation reduced compared to 2024.

Focus on closing the gap

We consider ourselves to be a business where everyone can progress in their careers and achieve their full potential. Our recruitment practices ensure that vacancies are accessible to all candidates and fully comply with the Equality Act 2010.

We remain committed to attracting more women into roles that have historically been male-dominated. We continue to see women progress into middle-management roles through internal promotion, supporting longer-term improvements in gender balance across senior and higher-paid positions.

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, City West Country Limited is required to carry out Gender Pay Gap Reporting

Richard Syree

Richard Syree | Head of Human Resources | City West Country Limited