

# Gender Pay Data 2019

## Euro Garages Ltd

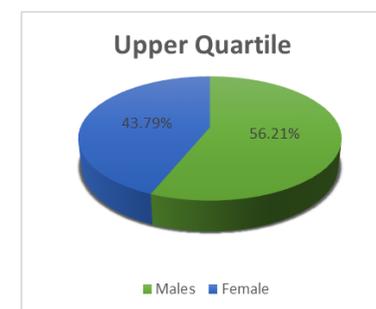
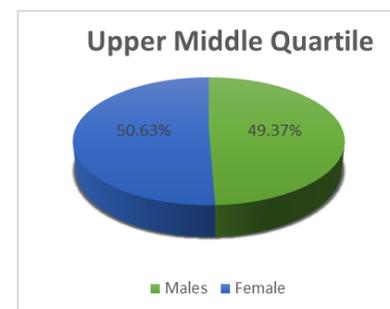
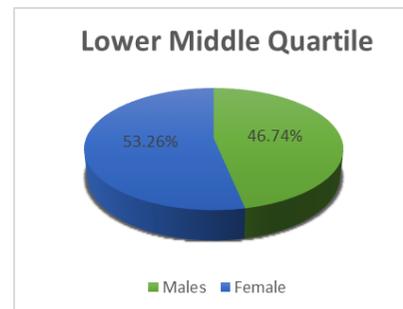
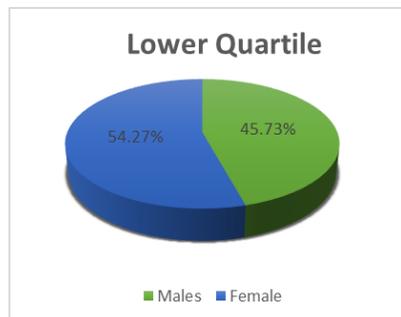
From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women. At Euro Garages, we are committed to ensuring that all colleagues are treated equally and fairly across our organisation.

The data below represents all full pay relevant employees as at 5 April 2018:

Category	%	
Mean Gender Pay Gap	7.1%	
Median Gender Pay Gap	3.4%	
Mean Bonus Gender Pay Gap	18.8%	
Median Bonus Gender Pay Gap	17.0%	
Proportion of Male & Females receiving a Bonus	<b>Males</b>	<b>Females</b>
	49.00%	44.80%

### Proportion of Males and Females in each Quartile:

The below shows the population divided into the four quartiles showing the percentage of Males and Females in each Quartile:



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A gender pay gap does not automatically mean that there is inequality in the way our staff are rewarded for the work they undertake; a gender pay gap is not to be confused with “equal pay”. We reward staff fairly for the work they carry out and have embedded actions in our working practices that treat everyone equally.

We monitor the gender impact of our reward processes, all employees are encouraged to grow and earn to their full potential. This practice plays a fundamental role in helping us identify and improve our gender pay gap.

As part of our ongoing work to foster gender balance, we will continue to ensure we attract a diverse pool of candidates to all job roles and ensure our Recruitment Process is based on skills based assessment. The Company is committed to applying its Equal Opportunities Policy at all stages of recruitment and selection. Shortlisting, interviewing and selection will always be carried out without regard to gender, gender reassignment, sexual orientation, marital or civil partnership status, colour, race, nationality, ethnic or national origins, religion or belief, age, pregnancy or maternity leave or trade union membership. Promotions are also based on merit and ability to carry out the role.

As we develop our practices, policies and procedures, we will implement all considerations from our current gender pay gap and incorporate these in the relevant policies including recruitment, retention, employee relations and career progression.

We strive to continually improve our gender gap and will publish the results again in April 2019 as requirement of the government initiative into equal pay.



Zuber Issa  
CO-CEO