

# THE GENDER PAYGAP

2023



# SUCCESS THROUGH PEOPLE.



The Micheldever Group is now one of the UK's largest wholesaler, distributor and retailer of vehicle tyres, selling close to seven million tyres nationwide annually – nearly a quarter of the total UK market. Not bad for a firm that started life over 50 years ago as a part-time venture, offering car servicing and tyres to its local neighbourhood.

Central to our success are our people, delivering outstanding service to customers every single day.

**Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017**, Micheldever Group Limited's trading subsidiary, Micheldever Tyre Services Limited, is required to carry out Gender Pay Reporting. Micheldever Tyre Services Ltd operates as a Wholesaler and Retailer of tyres and automotive products and services.

# CONTENT

Success through people	_02
2023 Pay Gap Summary	_04
2023 Pay Gap Figures	_05
PayGap	_06
Hourly Pay Quartile Analysis	_08
Hourly Pay Quartile Ranges	_09
Competitor Analysis (2022)	_10
Summery	_12
2023 & Beyond	_13

# 01

## 2023 PAY GAP SUMMARY



FOR EVERY £1 A MALE  
EARNS WITHIN MTS, A  
WOMAN WILL EARN £1.09

### 2023 IN SUMMARY

In 2023 the mean and median Gender Pay Gap (GPG) continued to reduce, however the pay gap remained marginally in favour of women.

2023 also saw a reduction in the mean and median pay, due to the introduction of salary sacrifice benefits such as cycle to work and holiday buy & sell scheme.

### HOW IS PAY DIFFERENT BETWEEN MEN AND WOMEN?

In the current reporting year (2023) the average (mean) pay gap is -9.72% (in favour of females) which means that for every £1 a male earns a woman will earn £1.09. The gender profile of Micheldever is predominantly male, however, males take up a larger proportion of lower paid roles within our Retail and Logistics sectors. Reviewing the quartile data split, within the upper quartile, it shows a widened pay gap (see section 2). However, the gap is marginal with females earning £0.55 more mean pay and males earning £0.39 more median pay. A widened gap is typical in organisations such as Micheldever, where senior members of the organisation are predominantly senior males and the sector that it operates within.

# 2023 PAY GAP FIGURES

## 5TH APRIL SNAPSHOT DATE

The snapshot date is the date on which the gender pay gap calculations are based. Under the Gender Pay Gap Information Regulations, employers with 250 employees or more must use a snapshot date of 5th April.

## 2,308 RELEVANT EMPLOYEES

All employees employed at the snapshot date, who either have a contract of employment (including those employees working part-time, job-sharing, and employees on leave) and are self-employed. Relevant employees are used to calculate the gender pay gap in bonus pay.

## 2,199 FULL-PAY RELEVANT EMPLOYEES

Relevant employees include those that are paid their usual full basic pay (or pay for piecework) during the pay period in which the snapshot date falls (the relevant pay period). This does not include anyone who was not paid their usual full basic pay (or piecework) because they were on leave (e.g. annual leave, family leave, sick leave, other forms of leave).



# PAYGAP

## HOURLY PAYGAP - FULL PAY RELEVANT EMPLOYEES

**-9.72%**

### MEAN GENDER PAY GAP

Calculated by adding up all of the hourly rates of pay and dividing this by the total number of relevant employees. The mean pay for men is 9.72% lower than for women. This means that for every £1 a man earns a woman will earn £1.09.



**-5.79%**

### MEDIAN GENDER PAY GAP

Refers to the middle value and is calculated by organising all of the hourly rates of pay in order and then selecting the middle number. The median pay for men is 5.79% lower than for women. This means that for every £1 a man earns, a woman will earn £1.05.

THE UK AVERAGE GENDER  
PAY GAP STANDS AT 7.7%  
IN APRIL 2023  
(SOURCE: ONS)

## BONUS PAYGAP - RELEVANT EMPLOYEES

**-2.14%**

### MEAN BONUS PAY GAP

The mean bonus for men is 2.14% lower than for women. This means that for every £1 bonus a man receives, a woman will receive £1.02.

**0.78%**

### MEDIAN GENDER PAY GAP

The mean bonus for men is 0.78% higher than for women. This means that for every £1 bonus a man receives, a woman will receive 1p less.

**76.45%**

### OF MALES RECEIVED A BONUS

Refers to the middle value and is calculated by organising all of the hourly rates of pay in order and then selecting the middle number.

**70.04%**

### OF FEMALES RECEIVED A BONUS

Refers to the middle value and is calculated by organising all of the hourly rates of pay in order and then selecting the middle number.

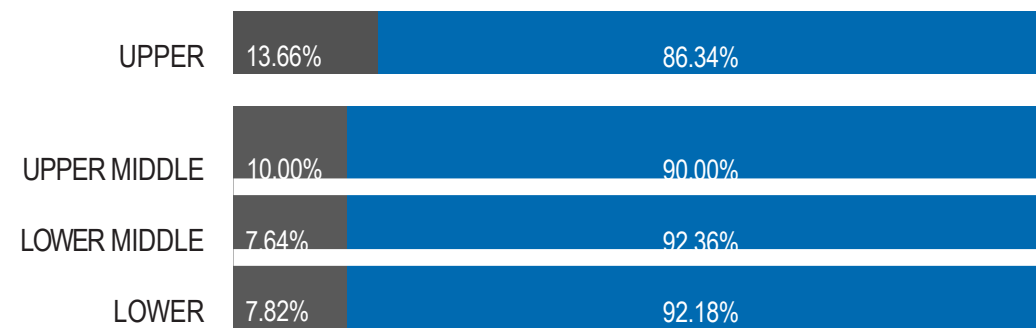


# 02

## HOURLY PAY QUARTILE ANALYSIS

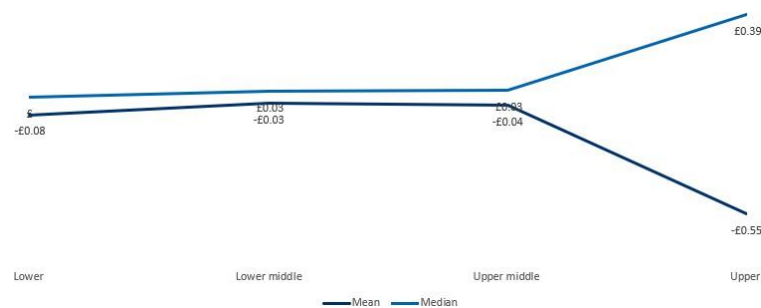
### FULL-PAY RELEVANT POPULATION, SPLIT BY QUARTILE

Individual hourly pay rates are ranked from lowest to highest and split into four equal parts - the lower, lower middle, upper middle, and upper pay quartiles. This shows how many male and females are within each of the quartile bands.



### DIFFERENCE IN MALE AND FEMALE HOURLY PAY PER QUARTILE

The below table shows the pay difference for male and females for each of the quartiles. The hourly pay gap is broadly similar for the lower, lower middle and upper middle quartiles. In the upper quartile, the gap widens, however, males earn £0.39 more median, and females earn £0.55 more mean pay.



# HOURLY PAY QUARTILE RANGES

Quartiles	Hourly pay – lower	Hourly pay – upper	# Full pay relevant	Mean male hourly pay	Mean female hourly pay	Median male hourly pay	Median female hourly pay	Mean pay gap	Median pay gap
1 – Lower	£5.26	£10.42	550	£10.04	£10.12	£10.38	£10.38	-0.8%	0.0%
2 – Lower middle	£10.42	£11.46	550	£10.86	£10.89	£10.85	£10.83	-0.3%	0.2%
3 – Upper middle	£11.46	£13.41	550	£12.27	£12.31	£12.17	£12.14	-0.3%	0.2%
4 - Upper	£13.43	£115.14	549	£19.96	£20.51	£16.56	£16.17	-2.8%	2.4%
Total	£5.26	£115.14	2199	£13.18	£14.46	£11.39	£12.05	-9.72%	-5.79%

Hourly pay data has been ranked from smallest to largest and split into 4 subsections or quartiles. The table above summarises, for each hourly pay quartile, the hourly pay range (the lower and upper limits), the number and proportion of full pay relevant employees, the mean hourly pay and the mean and median pay gaps. The visual highlighting in the mean and median pay gap column emphasises whether the pay gap is in favour of women (negative number).

# 03

## COMPETITOR ANALYSIS (2022)

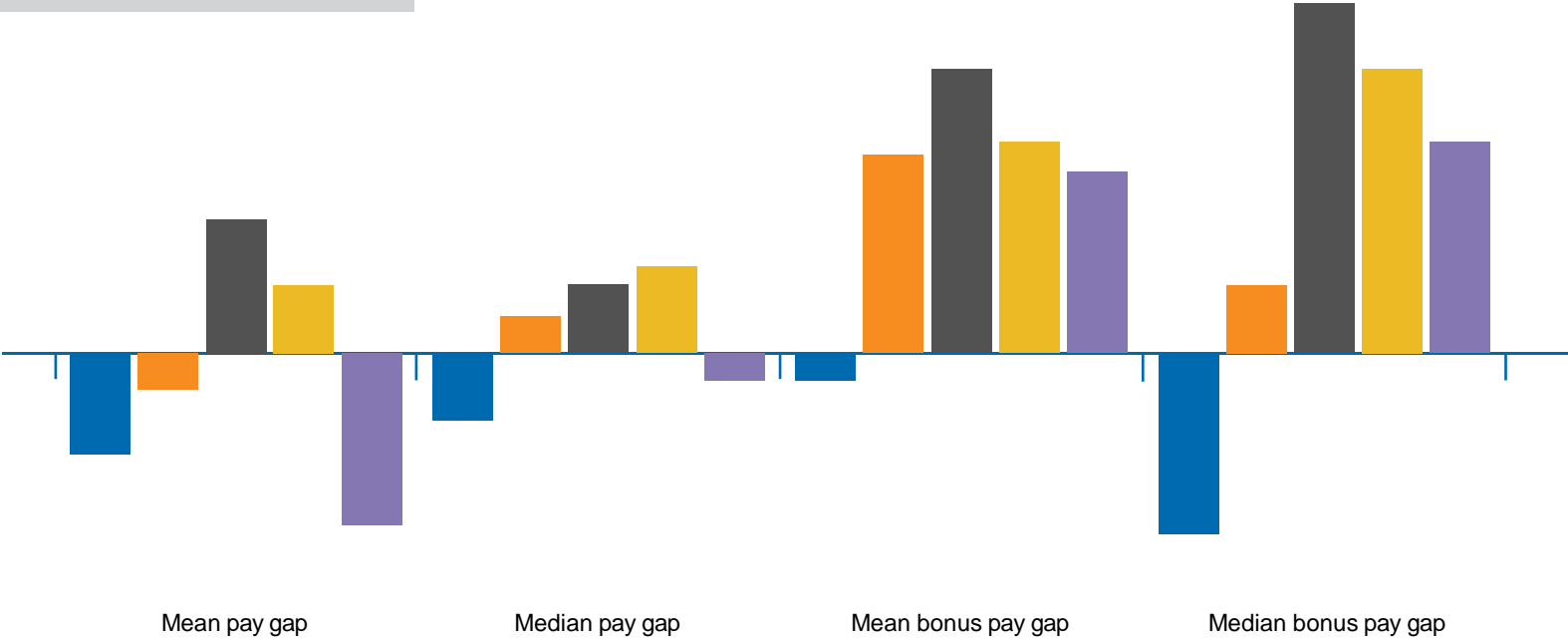
### COMPETITOR ANALYSIS

Due to the availability of 2023 GPG submission data available, a comparison can only be completed by reviewing the 2022 reporting year (none of our competitors have submitted their 2023 data as at 08/03/2024).

Our Gender Pay Gap position varies greatly when compared to our competitors and MTS is the only company who has a GPG position in favour of females in all 4 key hourly pay and bonus calculations. This is a key and unique selling point when considering our employee value proposition and something that should be a strong message in our employee and recruitment communications.



MTS IS THE ONLY COMPANY WITH A GPG POSITION IN FAVOUR OF FEMALES IN BOTH MEAN AND MEDIAN HOURLY AND BONUS PAY



COMPETITOR GPG DATA WILL BE AVAILABLE AFTER THE STATUTORY REPORTING DATE OF 4TH APRIL 2024

# 04

## SUMMARY

The gender pay gap (GPG) reporting for 2023 continued to be positive for MTS. The analysis highlights that the gender pay gap is in favour of females in hourly pay and bonus pay except for median bonus pay. However, there is a marginal difference for median bonus pay with every £1 bonus a man receives, a woman receives 1p less.

Most notably the mean and median hourly pay, and bonus gap reduced when compared to the 2022 data. Whilst the 2022 data reported was in favour of females (and continues to do so in 2023), the gap has reduced, resulting in a smaller gap between male and female employees.

There are several factors that could have influenced the reduction in the pay and bonus gap such as the introduction of salary sacrifice benefits (reducing hourly pay) and external factors such as high inflation levels and rising energy costs.

Whilst the pay and bonus gap reduced, it is positive that the percentage of employees who received a bonus in 2023 largely remained the same. However, the biggest %change reported for 2023 was in the median bonus pay gap that reduced from -26.1% (2022) to 0.78% (2023).

### SEVERAL FACTORS THAT COULD HAVE INFLUENCED THE REDUCTION

# 2023 & BEYOND



In the reporting year (2023) whilst the pay and bonus gaps have reduced positively with marginal pay and bonus differences for our male and female employees, it is important to ensure that the pay gap remains static. Variances can occur year on year as reported in the accelerated drop in the median bonus pay gap. Below is a summary and action plan to be taken over the next year to support our gender pay gap:

- The change in median bonus should be a watch for 2024 to ensure the rapid downward trend does not continue to adversely increase the bonus gender pay gap. It is important to review bonus calculations and payments made throughout the year to ensure gender fairness and equitably.
- Continue to review our recruitment practices to recruit more females into roles within MTS which are under represented by females.
- Looking ahead into 2024, it would be beneficial to split the GPG data further into our 4 key pay groups across the company (retail, logistics, wholesale & central) to highlight any hot spots of indifferences and help to build our reward agenda for future years.
- Once the GPG data is split into the 4 pay groups, complete a comparison of our competitors in retail, logistics and wholesale to benchmark the key gender pay gap areas against the industry.
- Complete the 2024 GPG reporting by the end of Q3 to produce a year-on-year comparison to build the reward agenda for 2024/2025 Tax Year payments.

# THE GENDER PAYGAP

2023

