



Gender Pay Gap Statement (snapshot date 5th April 2025)

As an employer of over 250 employees, we are required by law to publish our gender pay gap on an annual basis.

We value all our employees and pride ourselves on our fair and inclusive employee practices. Our policy has always been that regardless of gender, employees in the same role are paid equally. Diversity, Equity, and Inclusion are part of our Company Strategy, and this is discussed regularly at senior level. It is also covered in all aspects of our training and development for all employees and is a large part of our management development programme.

Sandiccliffe is a member of the Automotive 30% Club, with an aim to attract, retain and promote diverse females within the workplace, as well as involvement with the Institute of the Motor Industry to increase all diversity in our business. We work with local schools and colleges where our female colleagues share their journeys as well as aiming to showcase the Motor Industry which then generates a more diverse work force.

In certain industries a pay gap can still exist if there is uneven split between the number of males and females. We actively encourage diversity in our teams through our people, policies, and practices, however the automotive industry continues to be predominantly male dominated, especially within technical roles. Our diversity and inclusion strategies and initiatives mentioned will lessen the gap, and we already have an increased representation of females in our assistant management roles, who will be our future managers.

Difference in mean hourly rate of pay	8.4%	
Difference in median hourly rate of pay	7.9%	
Difference in mean bonus pay	18.5%	
Difference in median bonus pay	42.7%	
	Male	Female
Percentage of employees who received bonus pay	93.4%	78.2%
Employees by pay quartile	Male	Female
Upper quartile	79.5%	20.5%
Upper Middle quartile	83.7%	16.3%
Lower Middle quartile	76.1%	23.9%
Lower quartile	75.0%	25.0%

Nottinghamshire

Stapleford
Nottingham Rod, NG9 8AU

Nottingham
Abbeyfield Rd, NG7 25Z

Leicestershire

Loughborough
Derby Rd, LE11 5HN

Lincolnshire

Leicester
Welford Rd, LE2 6BW

Lincoln
Outer Cir Rd, LN2 4LD

