

## Stellantis &You UK Ltd Gender Pay Gap results 2025

Gender Pay Gap reporting is a legal requirement for companies with more than 250 employees. This is our 9<sup>th</sup> year of Gender Pay Gap reporting, which compares the pay of all employees across the business, across all role types.

Stellantis &You UK Ltd is part of the UK Stellantis group, having formed in 2022 (formerly known as PSA Retail UK Ltd), which was formed in 2021 following the merger of Groupe PSA and Fiat Chrysler Automobiles. The Stellantis &You UK Chief Executive Officer, Richard Garbutt, is passionate about creating a fair, diverse and inclusive environment where gender doesn't limit opportunity.

Employer	Employer Size	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quarter	% Women in lower middle pay quarter	% Women in upper middle pay quarter	% Women in top pay quarter	% Who received bonus pay (Women)	% Who received bonus pay (Men)	% Difference in bonus pay (Mean)	% Difference in bonus pay (Median)
Stellantis &You UK Ltd 2025	1000 - 4999	37.82%	9.34%	22.67%	30.53%	19.94%	11.84%	58.22%	77.93%	24.97%	-1.71%
Stellantis &You UK Ltd 2024	1000 - 4999	29.29%	6.70%	24.12%	24.71%	18.82%	15.00%	68.69%	82.97%	29.16%	39.31%
Stellantis &You UK Ltd 2023	1000 - 4999	17.55%	9.32%	14.49%	26.49%	22.62%	19.78%	57.25%	88.02%	45.24%	50.61%
Stellantis &You UK Ltd 2022	1000 - 4999	0.07%	-6.36%	11.31%	22.13%	24.56%	21.45%	59.43%	84.25%	23.22%	14.52%
		0% would mean that there is no gender pay gap between the hourly rates for men and women.		Women represented 21.25% (FTR) in this reporting period. Any move towards this percentage is seen as positive.				These percentages should be equal if the same proportion of men and women receive bonus pay.		0% would mean that there is no gender pay gap between the bonus payments for men and women.	

The data for Stellantis &You UK Ltd shows some improvements to last year. The 2025 results are summarised below:

- Following a similar trend to previous years, the results still indicate an hourly rate gender pay gap, showing males earning more than females on average in relation to ordinary pay.
- The median hourly rate result is lower than the 2025 average gender pay gap in the UK, according to the Office for National Statistics (12.8%).
- Females are relatively well distributed across the four pay quarters of the business, except the top pay quarter where the data shows an under-representation of females. This will need to be an area of focus for future action, to both attract and develop females so that they can achieve positions in our highest paid roles.
- Conversely, the female representation in the upper middle pay quarter has showed an increase which is a positive, moving closer to the average female number (21.25% in 2025).
- The mean bonus difference result still favours men which follows the trend from last year, however this result has decreased and has moved closer to 0% which is positive. This can be explained by many females acquiring roles in administration which do not attract a bonus, whereas many males within Stellantis &You work in customer-facing Sales roles which attract sales bonuses and commission.
- The main trend change since 2024 is the median bonus difference which has moved to favouring females, which we believe is caused by the decline in sales-related bonuses paid

during this period, of which these roles are primarily held by males. However, the bonuses for other roles have remained relatively stationary meaning the male midpoint has dropped in comparison to the female midpoint.

### **Context and Recent Actions**

Although Stellantis &You is part of the Retail sector, the automotive industry unfortunately suffers from a low female population overall (in this data females represent 21% of the workforce). We employ significantly more men, particularly in technical and operational roles. Although female representation at senior levels remains an ongoing focus, we are seeing growth in the number of female Sales and Aftersales Managers. There were also four female promotions within this period. Stellantis also have a female lead for Talent, Diversity, Inclusion & Belonging which is supporting this focus.

As a Company we regularly promote a number of initiatives and events, including the development of Employee Resource Groups such as Armed Forces, Menopause and LGBTQ+, to drive a more inclusive culture. This is complemented by our Inclusion & Well-being sessions on key topics such as Gender Diversity, Ramadan, and Cancer awareness. Additionally, we are increasing our presence on LinkedIn to provide more visibility to highlight the impactful work Stellantis is doing to drive meaningful change in this area.

During the period April 2024 to March 2025, a number of positive actions have influenced these results:

- the introduction of Menopause guidelines to support female employees and their line managers
- Stellantis &You participation in International Women's Day event (March 2025) – focus on 'no fear' and overcoming 'imposter syndrome' and a Women of Stellantis event (October 2024) – coaching session with an NLP coach & practitioner
- Stellantis &You member representation in Women of Stellantis and the Women of Stellantis newsletter was launched
- review and updating of wording in recruitment adverts to remove any male oriented language
- introduction of free sanitary provisions in site toilets
- nominations as part of the annual Apprentice Awards held in February 2025
- accommodation of breastfeeding rooms for new parents
- accommodation of flexible working requests (9 female requests, all accommodated)
- hiring of apprentices (9 female), plus some apprentices securing permanent roles (5)
- college partnerships including multiple college visits (10) across the year to share Stellantis opportunities
- supporting work experience for apprentice technicians as part of their college course
- training rolled out regarding inappropriate behaviour in December 2024
- local mentoring programmes

### **Conclusion**

There is evidence of a gender pay gap in some of the measures above, particularly in relation to the hourly rate difference averages and the bonus pay difference mean, which we continue to look to address as part of our overall action plan. We also continue to be a member of the SMMT Diversity & Inclusion group, which includes a network of companies operating within the Automotive industry, who commit to undertake initiatives and actions, with the aim of achieving a better gender balance within the industry.

Additionally, there have been further activities happening since April 2025 which we hope will positively contribute to our next annual cycle of results.

For further information regarding Gender Pay Gap reporting or results, you can visit the government website [here](#).