

Stellantis &You UK Ltd Gender Pay Gap Results 2022

Please see below the 2022 gender pay gap results for employees of Stellantis &You UK Ltd:

Employer	Employer Size	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in top pay quartile	% Who received bonus pay (Women)	% Who received bonus pay (Men)	% Difference in bonus pay (Mean)	% Difference in bonus pay (Median)
Stellantis &You Ltd 2022	1000 - 4999	0.07%	-6.36%	11.31%	22.13%	24.56%	21.45%	59.43%	84.25%	23.22%	14.52%
PSA Retail UK Ltd 2021	1000 - 4999	-2.02%	-6.24%	13.51%	21.32%	22.35%	24.00%	60.16%	86.80%	18.38%	15.88%
PSA Retail UK Ltd 2020	1000 - 4999	8.93%	5.49%	12.82%	13.95%	11.36%	18.18%	58.50%	84.44%	60.24%	52.45%
PSA Retail UK Ltd 2019	1000 - 4999	16.60%	8.90%	23.40%	25.30%	20.50%	12.90%	48.80%	82.70%	24.10%	16.90%
PSA Retail UK Ltd 2018	1000 - 4999	19.60%	13.00%	26.80%	28.00%	17.80%	10.90%	52.80%	83.30%	31.20%	31.30%
PSA Retail UK Ltd 2017	1000 - 4999	10.60%	15.20%	26.20%	31.00%	21.20%	11.70%	96.70%	97.30%	55.40%	81.90%
		0% would mean that there is no gender pay gap between the hourly rates for men and women.		Women represented 18.80% in this reporting period.				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.	

Stellantis &You UK Ltd was formed in 2022 and was formerly reporting gender pay gap results under the name 'PSA Retail UK Ltd'. Our Chief Executive, James Weston, is committed to leading a more proactive approach to promoting diversity and professional equality, regardless of gender.

In the sixth year of gender pay gap reporting, Stellantis &You UK Ltd is reporting an improvement in several of the measures compared to last year. There does remain evidence of a gender pay gap in some of the measures above, which we continue to look to address as part of our overall action plan. In particular, the % difference in mean and median bonus pay. However, it is promising that Stellantis &You UK Ltd has maintained a median hourly rate % that shows female employees earning higher than their male counterparts.

The under-representation of females in senior roles within the organisation continues to be a challenge that we recognise and are actively taking steps to address.

In recent years, we have taken a number of positive actions which include conducting a Wellbeing survey to understand the work life balance of our organisation in more detail. The findings of this survey had contributed to identifying priorities which we have actioned, such as the increase in flexibility, through the reduction of working hours to aid retention and make roles more attractive to females/primary carers (from 47 to 42 hours per week for customer advisors and 45 to 42 hours for Sales Advisors); an increase in basic pay, even with the reduction in working hours and a focus on recruiting a broader range of apprentices to support with workload to maximise flexibility opportunities.

As a global organisation, we will also be undertaking a range of training and development activities for all employees to raise awareness of our Diversity and Inclusion strategy.

A Diversity and Inclusion audit is being completed as a key action to review our current HR policies and processes, in order to identify any barriers to females, and other minority groups, from contributing and developing within the Company. As a global organisation, we will continue to undertake a range of training and development activities for all employees to raise awareness of our Diversity and Inclusion strategy. We will continue to analyse and identify potential reasons for any gender pay gap outlined above as well as explore opportunities where possible to close these gaps further.

If you would like further information regarding gender pay gap reporting or gender pay gap results, please visit the Government website via <https://gender-pay-gap.service.gov.uk/>