

## Vauxhall Motors Limited & IBC Vehicles Limited 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.

Vauxhall Motors Limited and IBC Vehicles Limited are part of the UK Stellantis group, which was formed in 2021 following the merger of Groupe PSA and Fiat Chrysler Automobiles. Our Senior Vice President & Country Manager, Eurig Druce, is committed to leading a proactive approach to promoting diversity and professional equality, regardless of gender.

### Vauxhall Motors Limited

| Year                                                                                      | 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) |
|-------------------------------------------------------------------------------------------|---------------|------------------------------------|--------------------------------------|-------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|----------------------------|----------------------------------------------------------------------------------------------|--------------------------------|---------------------------------------------------------------------------------------------|------------------------------------|
| 2025                                                                                      | 1000 - 4999   | -10.20%                            | -14.66%                              | 9.51%                                                                                                 | 4.23%                               | 5.99%                               | 15.14%                     | 96.12%                                                                                       | 98.74%                         | -44.93%                                                                                     | -24.65%                            |
| 2024                                                                                      | 1000 - 4999   | -4.94%                             | -14.70%                              | 11.44%                                                                                                | 2.21%                               | 13.28%                              | 12.59%                     | 93.22%                                                                                       | 98.36%                         | -10.20%                                                                                     | -24.59%                            |
| 2023                                                                                      | 1000 - 4999   | -11.73%                            | -16.27%                              | 7.83%                                                                                                 | 3.80%                               | 3.95%                               | 12.03%                     | 94.44%                                                                                       | 97.18%                         | -44.30%                                                                                     | -44.87                             |
| 2022                                                                                      | 1000 - 4999   | -0.46%                             | -3.92%                               | 12.24%                                                                                                | 9.13%                               | 12.87%                              | 12.76%                     | 98.84%                                                                                       | 99.93%                         | 20.10%                                                                                      | 13.30%                             |
| 0% would mean that there is no gender pay gap between the hourly rates for men and women. |               |                                    |                                      | Women represented 8.71% (FTR) of the population so any move towards this would be seen as a 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 Vauxhall Motors Limited shows multiple improvements to last year. The 2025 results are summarised below:

- Indication of a ‘reverse’ hourly rate gender pay gap, where the results show a higher hourly rate on average for females compared to males. This can be explained by Vauxhall Motors having a larger female representation in the Commercial departments such as Sales and Marketing compared to the Manufacturing area, which are likely to generate higher salaries.
- Still following a similar trend to last year, the median hourly rate difference has improved, moving closer to 0% which is our target.
- Females are under-represented in the lower middle and upper middle pay quarters, which is countered by the over-representation in our lower and top pay quarters. This will be an area of focus for future action, ensuring women in the lower pay quarters are being developed to progress to higher paid roles such as Maintenance or Team Leader roles in Manufacturing, or Professional roles within Head Office.
- The difference in eligibility for bonus can be explained by a combination of new starters who may have not been eligible during the snapshot period, and the Head Office and Manufacturing populations being eligible for different bonuses with different eligibility criteria, therefore the small gap between these results is not concerning.
- Bonus pay values received strongly favour women, which is likely driven by the fact that women are over-represented in the top pay quarter, in the roles that would therefore attract larger bonuses. Additionally, most of our females inhabit salaried roles which corresponds with the opportunity to earn larger, variable bonuses compared to the Manufacturing Bonus that is earned by manual employees (who are mostly males), which is capped at a lower fixed maximum level.

- The most significant change in trends this year, is the mean difference in bonus pay. Although showing that this is still higher for females on average, this gap is much higher than 2024. This can be explained by the significant drop-off in payouts for some of our bonus schemes during this period compared to previous years, impacting males more as majority males tend to hold the positions eligible for these bonus types. This would have resulted in the average male bonus amount dropping. For the females who hold more of the Professional roles (lower middle and upper middle quarters) their bonuses have a fixed calculation which will not have been impacted in the same way, keeping their bonus amounts roughly the same as previous, justifying the gap.

Within Vauxhall Motors Limited, we are proud to have several females in senior roles acting as role models and ambassadors for our future talent and the younger generations, including Sales Director, Simplification & Transformation Director, and multiple Heads of Department.

### IBC Vehicles Limited

| Year | 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) |
|------|---------------|-------------------------------------------------------------------------------------------|--------------------------------------|--------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|----------------------------|----------------------------------------------------------------------------------------------|--------------------------------|---------------------------------------------------------------------------------------------|------------------------------------|
| 2025 | 1000 - 4999   | 8.68%                                                                                     | 6.36%                                | 21.46%                                                                                           | 8.91%                               | 9.72%                               | 6.88%                      | 97.78%                                                                                       | 99.48%                         | 1.92%                                                                                       | 0.00%                              |
| 2024 | 1000 - 4999   | 6.05%                                                                                     | 5.86%                                | 16.37%                                                                                           | 8.89%                               | 9.33%                               | 8.44%                      | 100%                                                                                         | 98.72%                         | 15.68%                                                                                      | 7.60%                              |
| 2023 | 1000 - 4999   | 4.61%                                                                                     | 0.59%                                | 15.84%                                                                                           | 13.67%                              | 4.07%                               | 7.58%                      | 83.61%                                                                                       | 90.80%                         | 8.82%                                                                                       | 0.00%                              |
| 2022 | 1000 - 4999   | 7.42%                                                                                     | 2.95%                                | 13.45%                                                                                           | 10.08%                              | 7.41%                               | 5.33%                      | 96.81%                                                                                       | 95.36%                         | 12.2%                                                                                       | 6.58%                              |
|      |               | 0% would mean that there is no gender pay gap between the hourly rates for men and women. |                                      | Women represented 11.74% of the population so any move towards this would be seen as a 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 IBC Vehicles Limited also shows several improvements to last year. The results are summarised below:

- Indication of a small gender pay gap, where the results show males earning more than females on average, which follows the same trend as the last few years.
- Both the mean and median hourly rate results are lower than the 2025 average gender pay gap in the UK, according to the Office for National Statistics (12.8%).
- Females are over-represented in the lower pay quarter and under-represented in the remaining higher pay quarters. **Addressing the balance of females within the pay quarters would therefore be an area of focus for future, however we closed our IBC plant this year therefore this will be our last year of reporting for IBC Vehicles Limited.**
- The mean difference in bonus received marginally favours males, however an excellent result is the median difference, which is 0%, indicating no gender pay gap in actual bonus payments between males and females during this period.

- In summary, although there is large imbalance between the roles that the females in the organisation acquire, there is only a small difference between the pay and bonus females receive on average compared to males which is positive.

### **Context and Recent Actions**

As the Vauxhall Motors Limited and IBC Vehicles Limited data both incorporate our Manufacturing areas, we have a relatively low female population which is unfortunately common within the Automotive industry (in this data females represent a total of 8.46% in Vauxhall Motors and 12.41% in IBC). Despite this we do have a female lead at our Vauxhall Motors Parts Distribution Centre and a female Stellantis lead for Talent, Diversity, Inclusion & Wellbeing. 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 & Wellbeing 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:

- introduced Menopause guidelines to support female employees and help their line managers to better support them
- hosted an International Women's Day event in March 2025, with a focus on 'no fear' and overcoming 'imposter syndrome'
- launched the first quarterly Women of Stellantis newsletter (Women of Stellantis is our employee resource group of 140 members dedicated to gender equality)
- hosted a Women of Stellantis event in October 2024, involving a coaching session with an NLP coach & practitioner
- improved ladies toilet facilities at our Vauxhall Manufacturing plant
- introduced free ladies sanitary provisions in all of our Vauxhall & IBC sites
- recruited apprentices externally within Head Office and the Manufacturing plants
- hosted our first annual Apprentice Awards in February 2025
- visited local schools within the Ellesmere Port and Luton areas to promote STEM subjects
- hosted a 'Women in Engineering' event at the Vauxhall Manufacturing plant inviting females onsite from local schools, also offering ongoing mentoring
- introduced a Graduate Mentoring Programme within Head Office
- introduced Sales Director development centres within Head Office
- recruited external Trainee Zone Managers within Head Office on a dedicated training programme, to attract those who may not have experience in Automotive
- introduced a dedicated room for breastfeeding for new parents within Head Office
- conducted regular reviews of job advert wording to ensure gender-neutral language
- received a Vauxhall nomination and award winner at the Autocar Great Women Awards
- accommodated shift shares at the IBC Manufacturing plant
- continued to support work experience for employee family and friends at the Vauxhall and IBC sites

## Conclusion

For Vauxhall Motors Limited, there is evidence of a reverse gender pay gap in some of the measures above, particularly in relation to the hourly rate difference averages and bonus pay difference averages, 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 taking place since April 2025 which we hope will positively contribute to our next annual cycle of results.

Eurig Druce says “I believe that a diverse and inclusive workforce leads to better decision-making, stronger performance, and a workplace where people want to stay and grow. At Stellantis, we are passionate about creating an environment where everyone has fair access to opportunity, progression, and reward. Addressing our gender pay gap is an important part of that commitment. Whilst these figures reflect role distribution rather than unequal pay, they clearly highlight where we need to do more. We are committed to being open about our progress and to taking meaningful action to improve representation at every level of the organisation”.

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