



Gender Pay Statement 2018

Euro Garages Limited



We ensure that people are treated equally at work, across all levels and locations. Diversity and inclusion are key to our business and we treat all our employees fairly. We have a culture where people can be themselves at work, regardless of their gender or any other characteristic. We are confident that we have equal pay.

The data below represents all full pay relevant employees as at 5 April 2017

Category	%		
Mean Gender Pay Gap	13.1%		
Median Gender Pay Gap	3.8%		
Mean Bonus Gender Pay Gap	58.3%		
Median Bonus Gender Pay Gap	39.6%		
Proportion of Male & Females Receiving a Bonus	Males	Females	
	50.29%	51.86%	
Proportion of Males & Females in each Quartile	Quartile	Males	Females
	Lower	48.57%	51.43%
	Lower Mid	42.36%	57.64%
	Upper Mid	55.02%	44.98%
Upper	59.94%	40.06%	



A gender pay gap does not automatically mean that there is inequality in the way our staff are rewarded for the work they undertake; a gender pay gap is not to be confused with “equal pay”. We are committed to treating all our staff equally. We reward staff fairly for the work they carry out.

We monitor the gender impact of our reward processes – a practice that plays a fundamental role in helping us identify and improve our gender pay gap. This includes conducting a review throughout the organisation to ensure that decisions about pay are made fairly and in keeping with our commitment to diversity.

As part of our ongoing work to foster gender balance, we will continue to ensure we attract a diverse pool of candidates to all job roles.

As we develop our practices, policies and procedures, we will implement all considerations from our current gender pay gap and incorporate these in the relevant policies including recruitment, retention, employee relations and career progression.

A handwritten signature in black ink, appearing to read 'Zuber Issa'.

Zuber Issa
CEO

Date: 29 March 2018