



### **Gender Pay Gap 2020**

Gender Pay Gap is a measure of male and female pay across all jobs in the UK, not of the difference in pay between men and women for doing the same job. This is not an equal pay report; the purpose of Gender Pay Gap analysis is to monitor and support the representation of females within the business. In the fourth year of Gender Pay reporting PSA Retail has reported a negative pay gap in the majority of the measures, which is in line with the data reported in previous years, however the gap has reduced since last year. Yet, it is still important to note that the Gender Pay Gap results for 2020 have been impacted by furlough, with over 86% of the PSA Retail workforce being furloughed on 5<sup>th</sup> April 2020 and therefore unable to be included in the first 6 measures of the analysis. The majority of the employees that were on furlough on the snapshot date were males, as males continue to occupy most of the sales roles within PSA Retail.

We recognise that there continues to be an under-representation of females in senior management roles within the organisation. We continue to review our HR policies and processes to identify and remove any potential blockers to our employees contributing and progressing within the business.

Within the UK we have a renewed focus on our Diversity & Inclusion strategy and will be undertaking a range of training and development activities for all employees, with a specific programme for our Leadership team. Within the Stellantis group (of which PSA Retail is a part), we are shortly due to launch our Women's Network, which aims to support gender equality within the business, with members contributing to cross-functional innovation projects and implementing a range of initiatives. We are also members of the Automotive 30% Club, 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.

During the pandemic, we also moved to a permanent model of remote working for our office-based workforce. In relation to gender equality this brings the following benefits - internally, our employees have greater flexibility in when and where they work, opening up greater opportunities for internal progression, and externally, we are able to reach a wider candidate pool when hiring.

PSA Retail is part of the global Stellantis group, which was established following the merger between Groupe PSA and Fiat Chrysler Automobiles in January 2021. The group has adopted a proactive policy to promoting gender diversity and professional equality between men and women. Alongside all of our current initiatives we will continue to work to analyse and identify potential reasons for any gender pay gap, after taking into account the impact of furlough on our results, and are committed to implementing actions to address the causes of these.