

Peugeot Citroën Automobiles UK Ltd Gender Pay Gap Results 2022

Please see below the 2022 gender pay gap results for employees of Peugeot Citroën Automobiles 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)
PCA UK Ltd 2022	250 - 499	17.79%	18.14%	63.64%	37.88%	33.33%	25.37%	82.71%	92.35%	1.56%	78.94%
PCA UK Ltd 2021	250 - 499	17.13%	20.58%	66.67%	40.00%	23.53%	26.92%	85.95%	91.35%	22.00%	44.49%
PCA UK Ltd 2020	250 - 499	25.20%	31.30%	58.30%	40.00%	25.00%	14.30%	79.50%	92.50%	8.90%	48.60%
PCA UK Ltd 2019	250 - 499	16.40%	12.70%	51.20%	30.50%	29.60%	19.80%	81.80%	90.40%	35.20%	36.90%
PCA UK Ltd 2018	250 - 499	19.60%	17.60%	54.80%	37.20%	24.50%	19.30%	35.40%	44.10%	33.60%	13.80%
PCA UK Ltd 2017	250 - 499	21.90%	22.30%	34.50%	32.20%	27.40%	17.90%	91.90%	96.80%	58.20%	44.70%
0% would mean that there is no gender pay gap between the hourly rates for men and women.				Women represented 42.09% 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.	

Peugeot Citroën Automobiles UK Ltd is part of the Stellantis group, which was formed in 2021 following the merger of Groupe PSA and Fiat Chrysler Automobiles. The organisational purpose of the global group is 'powered by our diversity, we lead the way the world moves'. Our Senior Management Team 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, Peugeot Citroën Automobiles 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. However, it is important to note that 70% of all absences in this business entity involved a female employee and therefore they were unable to be included in the first six measures of the analysis. 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.

Within Peugeot Citroën Automobiles UK Ltd, we have taken a number of positive actions this year in order to raise awareness of key topics in the area of Diversity and Inclusion. Initiatives include the development of Employee Resource Groups such as our Armed Forces, Menopause and LGBTQ+ community groups, complemented by our 'live' Diversity & Inclusion sessions to our employees on subjects such as Gender Diversity, celebrating religious festivals, and a focus on wellbeing topics including Breast and Prostate cancer to drive a more inclusive culture.

Following the creation of Stellantis, the different employee resource groups specifically dedicated to gender equality have merged and relaunched as Women of Stellantis. The group has gone from strength to strength and now has over 50 members. This includes individuals from across the UK

business and aims to support gender equality within the organisation through activities undertaken by three working parties: Business & Commerce, Support & Professional Development and Community & Communication. The three working parties collaborate cross-functionally to implement innovative solutions to potential blockers to our female employees progressing within the organisation. We also host regular Women of Stellantis events and coaching sessions with external providers - one example of this was our 2023 International Women's Day, #IamRemarkable event, in conjunction with Google.

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.

We are a founding signatory of the SMMT Automotive UK Diversity & Inclusion Charter, focused on eight pledges, with the aim of creating an inclusive workplace, where everyone is welcomed, respected, and enabled, allowing them to fully contribute to our company and the wider Automotive industry.

Additionally, we continue to be a member 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. By working with both of these communities, we hope to share experiences and best practice in order to identify further areas for improvement.

Finally, although not fully reflected in the 2022 gender pay gap results due to the reporting timeframe, we are pleased to again confirm our actions in the last 12-18 months have resulted in a number of appointments of senior female leaders within our Corporate and Sales & Marketing functions.

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/>