

Brayleys Cars Ltd

Gender Pay Gap Report for 2025

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations which show the differences between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results on our own website and a government website by 4th April 2026.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of men and women employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. Gender Pay Reporting requires our organisation to make calculations based on employee gender.

We establish this by using our existing HR and payroll records based on the snapshot date of 5th April 2025.

The six calculations required to be published are as follows:

1. average gender pay gap as a mean average :	23%
2. average gender pay gap as a median average :	18%
3. average bonus gender pay gap as a mean average :	28%
4. average bonus gender pay gap as a median average :	8%
5. proportion of men receiving a bonus payment:	83%
proportion of women receiving a bonus payment:	61%
6. proportion of men and women when divided into four groups ordered from lowest to highest pay.	
Lower quartile pay rate:	Men 66% Women 34%
Lower/Middle quartile pay rate:	Men 76% Women 24%
Upper/Middle quartile pay rate:	Men 83% Women 17%
Upper quartile pay rate:	Men 89% Women 11%

Brayleys Cars Ltd Gender Pay Gap Report 2025

Brayleys Cars Ltd has calculated its gender pay gap using data in accordance with statutory requirements, based on the snapshot date of 5 April 2025.

Brayleys Cars Ltd, in line with the majority of motor retail dealerships in the UK, continue to operate within an industry where the workforce remains predominantly male. This is particularly evident within our aftersales roles, where relatively few women pursue careers as qualified vehicle technicians. A similar pattern also exists across other operational roles, with higher proportions of women employed in clerical, reception and accounting positions.

Consequently, this is then reflected in the proportion of men receiving higher salaries and bonus payments. However, in comparison to 2024's snapshot data we have seen a gradual improvement, with increasing female representation in a number of areas, including the higher pay quartiles.

Key Results

The mean gender pay gap is **23%**, this shows a reduction compared to the previous year. The median gender pay gap is **18%**, this has stayed the same despite the workforce doubling within the year.

The mean bonus pay gap is **28%**, whilst the median bonus pay gap is **8%**.

The proportion of employees receiving a bonus is **83% for men** and **61% for women**, this is also representing an improvement in female participation compared to the previous year.

When analysing pay quartiles, the distribution is as follows:

- Lower quartile: **66% men / 34% women**
- Lower-middle quartile: **76% men / 24% women**
- Upper-middle quartile: **83% men / 17% women**
- Upper quartile: **89% men / 11% women**

These percentages demonstrate improved female representation across the higher quartiles compared to 2024, which is a positive indicator in increasing female representation into higher-paying roles.

Commitment and Progress

Brayleys Cars Ltd continues to recognise these challenges within the motor trade and remains committed to addressing them.

In 2025, Brayley's have joined the Automotive 30% Club, reinforcing its commitment to improving gender balance, particularly at senior levels.

We continue to invest in apprenticeship programmes and maintain strong relationships with local colleges. Over time, we expect these initiatives to support a greater proportion of women progressing into sales, technical and management roles.

Brayleys is committed to creating a diverse workplace whilst providing equal opportunities for all employees. Pay rates for equivalent roles are the same for men and women.

Whilst there remains more to be done, the 2025 results demonstrate progress compared to 2024, and we remain focused on continuing to reduce the gender pay gap over time.

To the best of my knowledge and belief, the calculations relating to our Gender Pay Reporting obligations are accurate and based on actual payroll records.

Jose Blanco, Chief Executive Officer

31st March 2026