



# GENDER PAY GAP REPORT 2024





# Gender Pay Gap Report 2024

As of 5 April 2024, 397 people were employed by UTAC UK Ltd (formerly Millbrook Proving Ground Ltd) and are the focus of this Gender Pay Gap report.

UTAC is a market-leading international group in digital & sustainable mobility, customisable testing solutions, customisable testing systems, vehicle engineering, type approval, regulatory expertise, certification, training, corporate events and classic & sportscars festivals. The Group provides services and systems to customers in the various sectors: mobility, transport, tyre, petrochemical, agriculture and defence industries.

UTAC operates test centres and laboratories in France (including the official Euro NCAP facility), the UK, the USA, Finland, Morocco, and Germany; it has subsidiaries in China, Korea and Japan.

UTAC employs around 1300 people across the world.

UTAC colleagues are passionate about safety, customer service, technical excellence, and operate with the highest levels of Integrity and professionalism. The diversity of our group and people helps us deliver innovation and a team performance that is highly valued by our customers and partners. We are committed to investing in people, equipment and facilities in order to achieve our ambitious plans for growth and continue to strengthen our position as a leading test and validation services provider.

We are an equal opportunities employer; recruiting, training and developing our colleagues to be at their best. We continue to monitor our reward practices to ensure that men and women, in equivalent roles are paid equally within UTAC.

# Gender Pay Gap Report 2024



## Understanding the Gender Pay Gap

Using the calculations prescribed in the gender pay gap regulations, we have used pay data for many different roles and therefore a variety of rates of pay.

Mean = the average

Median = the mid-point in a range of numbers

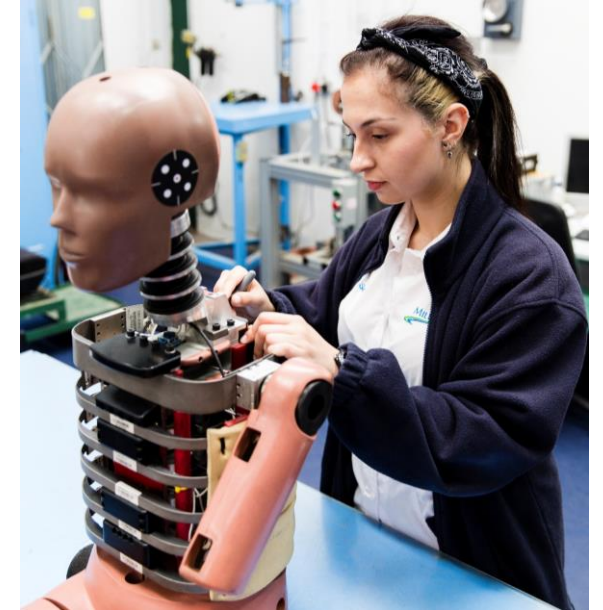
## What is included in our calculation?

Calculations are required to be based on pay from April 2024, including ordinary pay (which includes basic pay/holiday pay/shift allowances) and bonus pay (bonus/commission payments).

## What is the gender pay gap?

A **gender pay gap** is a measure of the difference in the average pay of men and women – regardless of the work they do – across the organisation, and it is affected by the number of men and women across all roles.

It is difference from **equal pay**, which is a direct comparison between men and women carrying out the same, similar or equivalent work.



# Gender Pay Gap Report 2024





Pay – difference between men and women

Mean 12.7%

Median 7.0%

Bonus – number of men and women receiving a bonus

 16.5%

 13.5%

Bonus – difference between men and women

Mean 4.4%

Median 23.1%

UTAC offers bonuses for individuals in our management and sales focussed roles and those paid in 2024 were linked to individual performance in 2023; with 3% more male colleagues receiving a bonus in comparison to female colleagues.

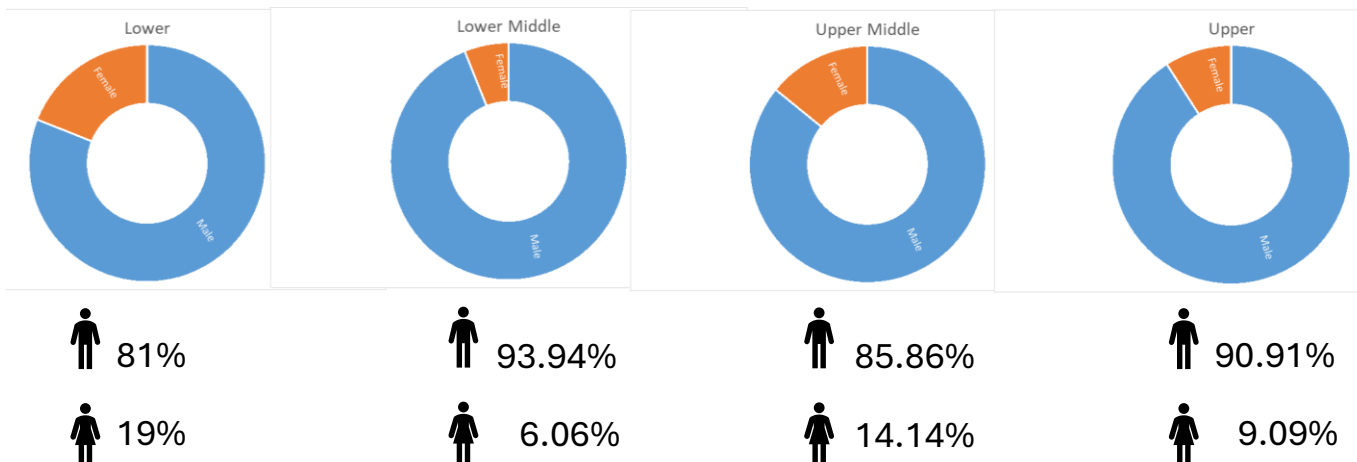
Our mean gender pay gap across all colleagues within UTAC UK Ltd is 12.7%, which is an increase of 3.8% compared to 2023 and above the last reported national average of 8.3% (as reported by the Office of National Statistics).

Mean 12.7%

Median 7.0%

UK Average 8.3%

The demographic across UTAC UK Ltd is the most significant factor in our gender pay gap. Both our workforce and the pipeline of talent are overwhelmingly male, reflective of the national gender imbalance in our sector.





# Gender Pay Gap Report 2024

## How are we working to address the gap?

We have continued to challenge ourselves in hiring and developing female talent in our business. Focus activities include: active mentorships for those on our Future Talent Programmes, careful vetting and briefing of our Recruitment agencies and an increase in female appointments to senior management roles in the Group.

Our Applicant Tracking System ensures greater consistency and transparency in our recruitment processes. Qualified, gender-neutral recruitment campaigns have continued to attract applications from across the spectrum. Multiple stakeholder reviews of applicants prior to short-listing and both male and female interviewers practicing a structured selection process are the norm.

Increasing gender diversity is integral to our long-term goals. We recognise that being able to attract, develop and retain top female talent is crucial, and will ultimately deliver superior performance.

UTAC is committed to encouraging equity, diversity and inclusion among our teams. Our ambition is for our teams to be truly representative of all sections of society and our customers, and for each colleague to feel respected and able to give their best. We believe that embracing the richness of diversity will deliver significant benefits for the Group, ensuring a better working environment for our colleagues, a great experience for our Customers and improved returns for our shareholders.

Evaluation of our gender pay data indicates that the difference in average pay is due to proportionately more men being employed than women. It remains important to note that men and women performing the same role at UTAC are paid equally.

We can confirm that the data in this report are accurate.

A handwritten signature in black ink, appearing to read 'Helen Sims'.

**Chief HR Officer  
UTAC Group**

Expertise



Innovation



Integrity



PROUD TO BE

