



Gender pay gap report

2024

RaC

Leadership statement



At the RAC, we're dedicated to fostering a culture where everyone's contributions are valued, irrespective of their background or gender.

We prioritise creating an inclusive and diverse workplace where all colleagues have equal opportunities to develop and succeed. As part of this commitment, we consistently monitor and report on our gender pay gap to pinpoint areas for improvement and drive meaningful change.

Overall, we are in good shape, with our gender pay gap significantly below the national average. The increase in our gender pay gap since our 2023 report is predominantly driven by the growth in male dominated technical operational roles where base salaries and variable pay have been higher. While this shift reflects the evolving structure of our workforce as we grow our new Service, Maintenance and Repair business, we'll continue to take proactive steps to address this with the actions outlined in this report.

The figures within this report have been calculated using data as at 5 April 2024 and I can confirm these are accurate. We will continue to use this report to help assess the gender equality within our organisation and have outlined the actions we have identified to support this.

A handwritten signature in black ink that reads 'Dave Hobday'.

Dave Hobday - CEO

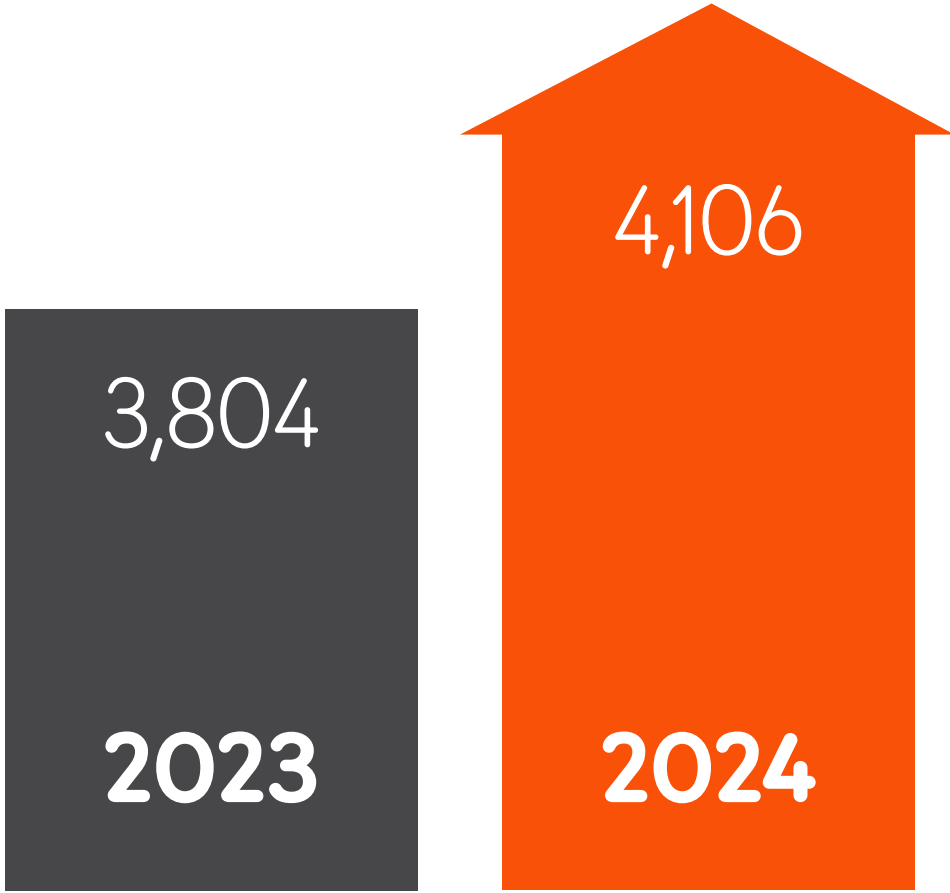


Headline data

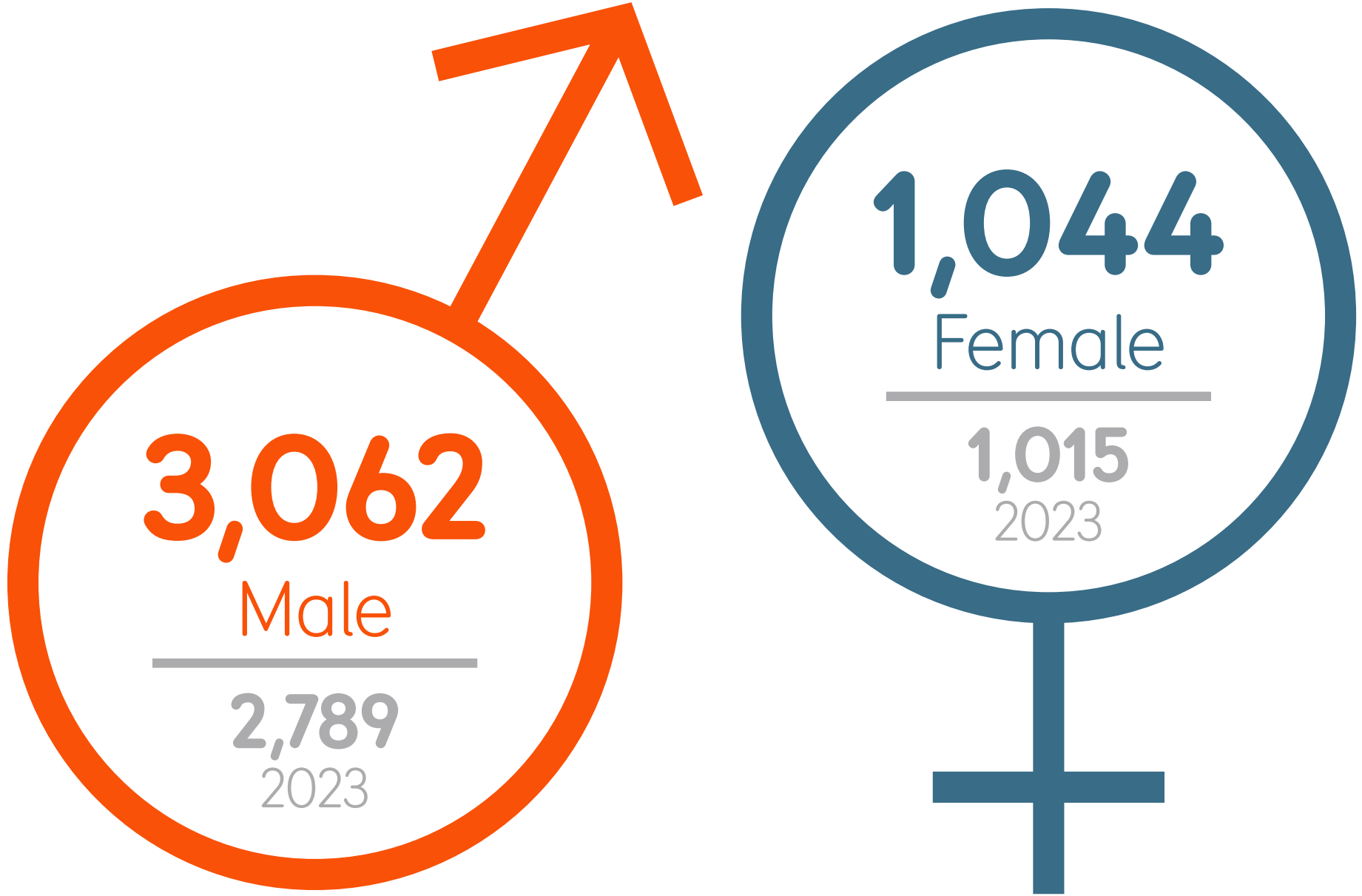
Gender pay gap

Our mean gender pay gap has increased by 2% since 2023, returning to the pre-stable position of 6%. Our mean bonus gender pay gap has increased by 1% since 2023.

The increase from 4% to 6% is largely due to an increase in relevant male colleagues in operational roles where the base salary and incentives in that period were higher.



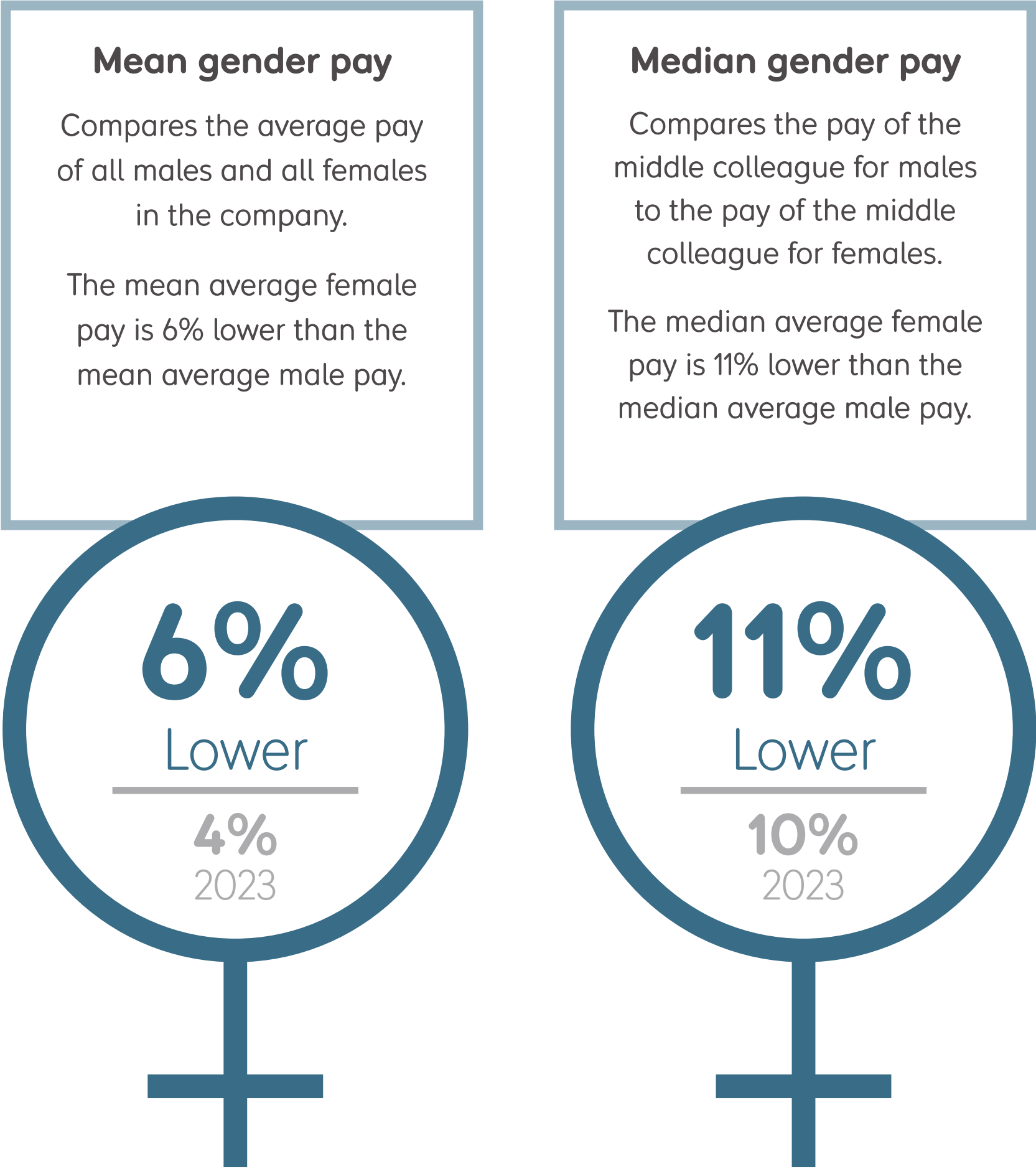
Total number of colleagues



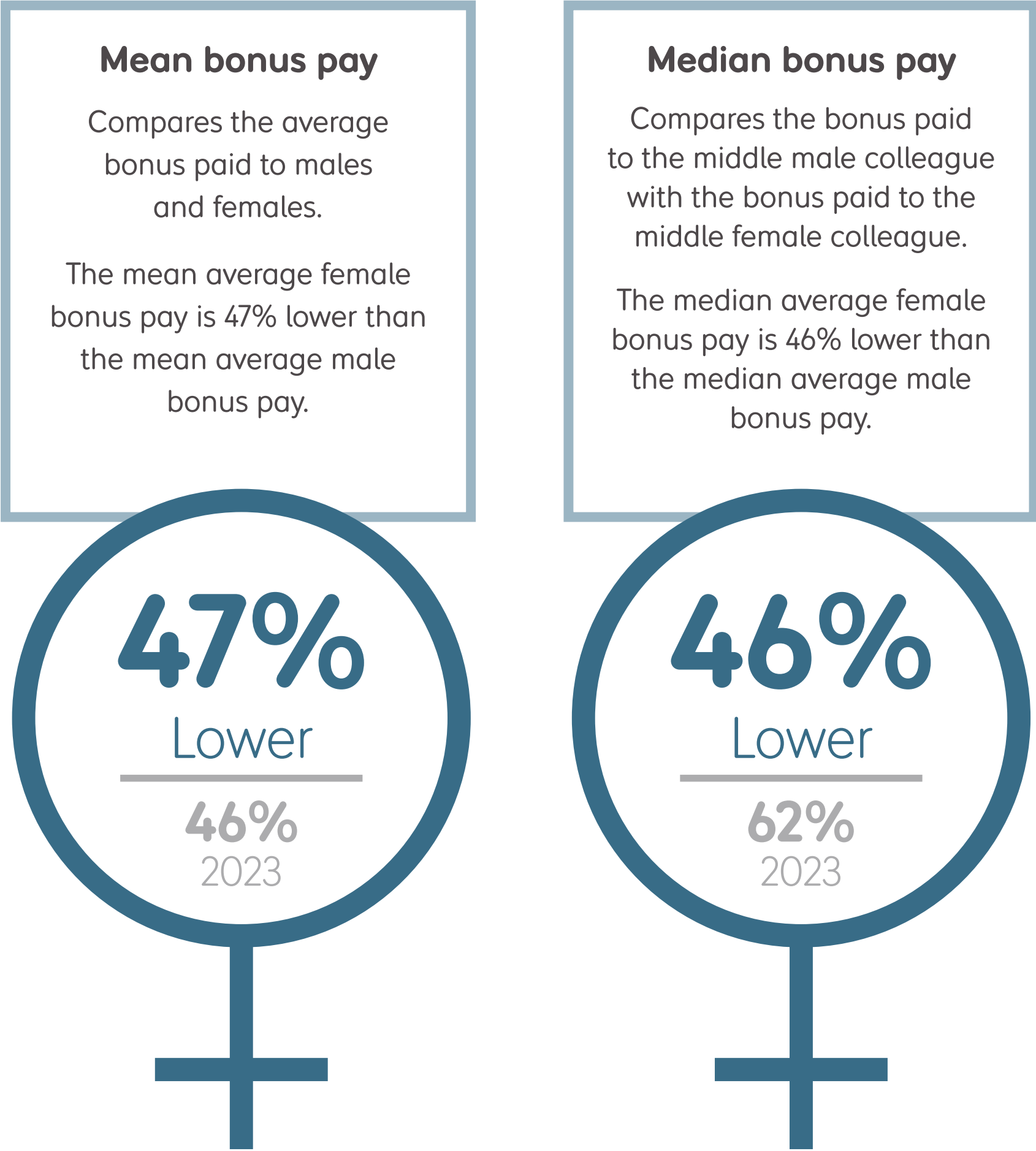
Male-female colleague split

Headline data

Gender pay gap



Bonus gender pay gap



Nearly identical bonus participation rates between men (89%) and women (90%) shows equitable access to bonus opportunities

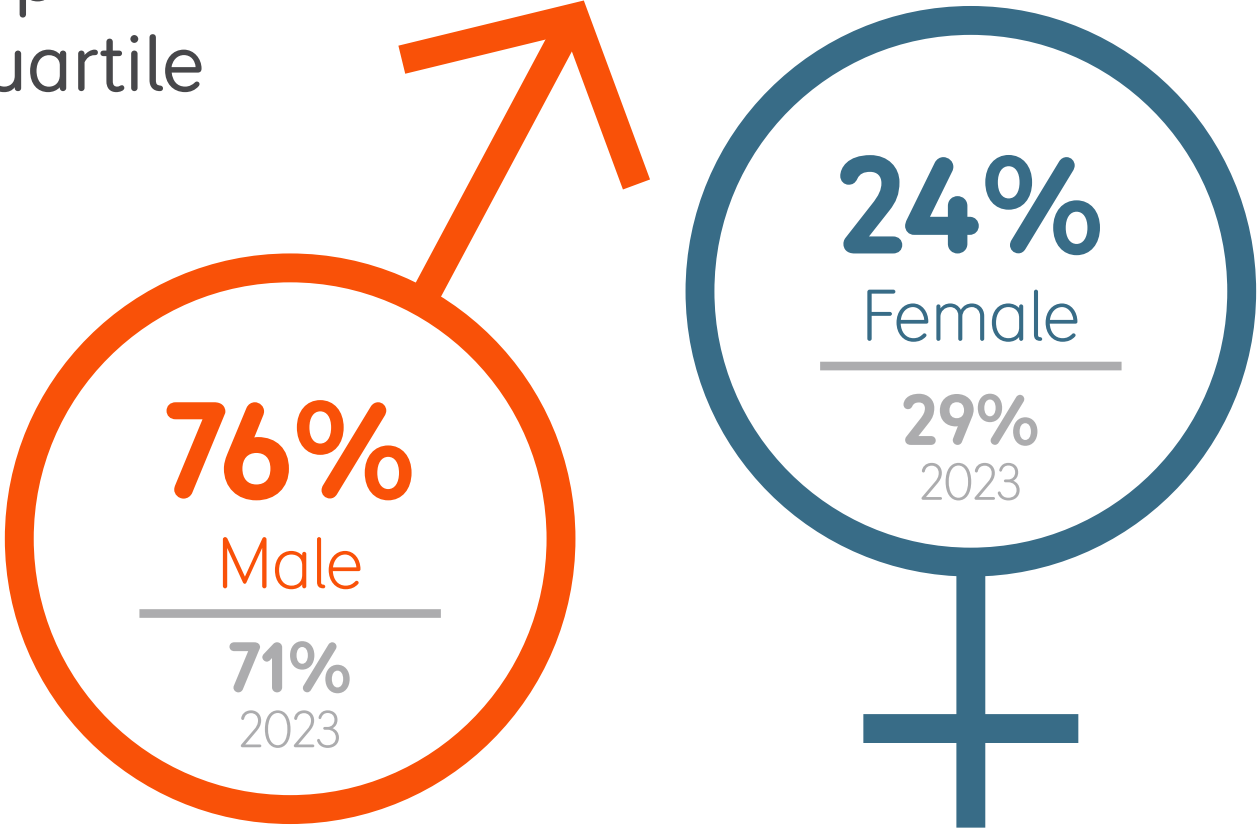
Headline data

Pay quartiles

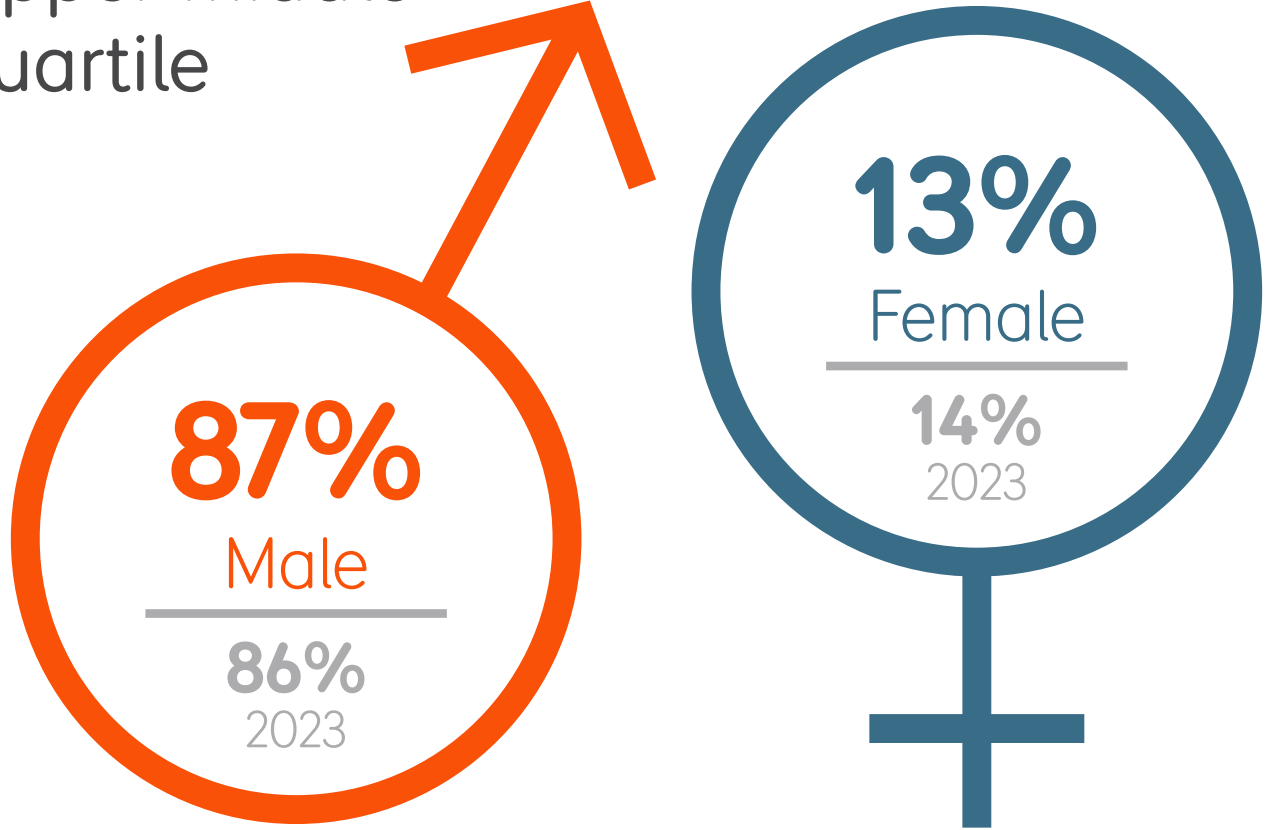
To better assess our gender pay gap we have divided our workforce into four equal parts based on their pay. These parts are known as quartiles.



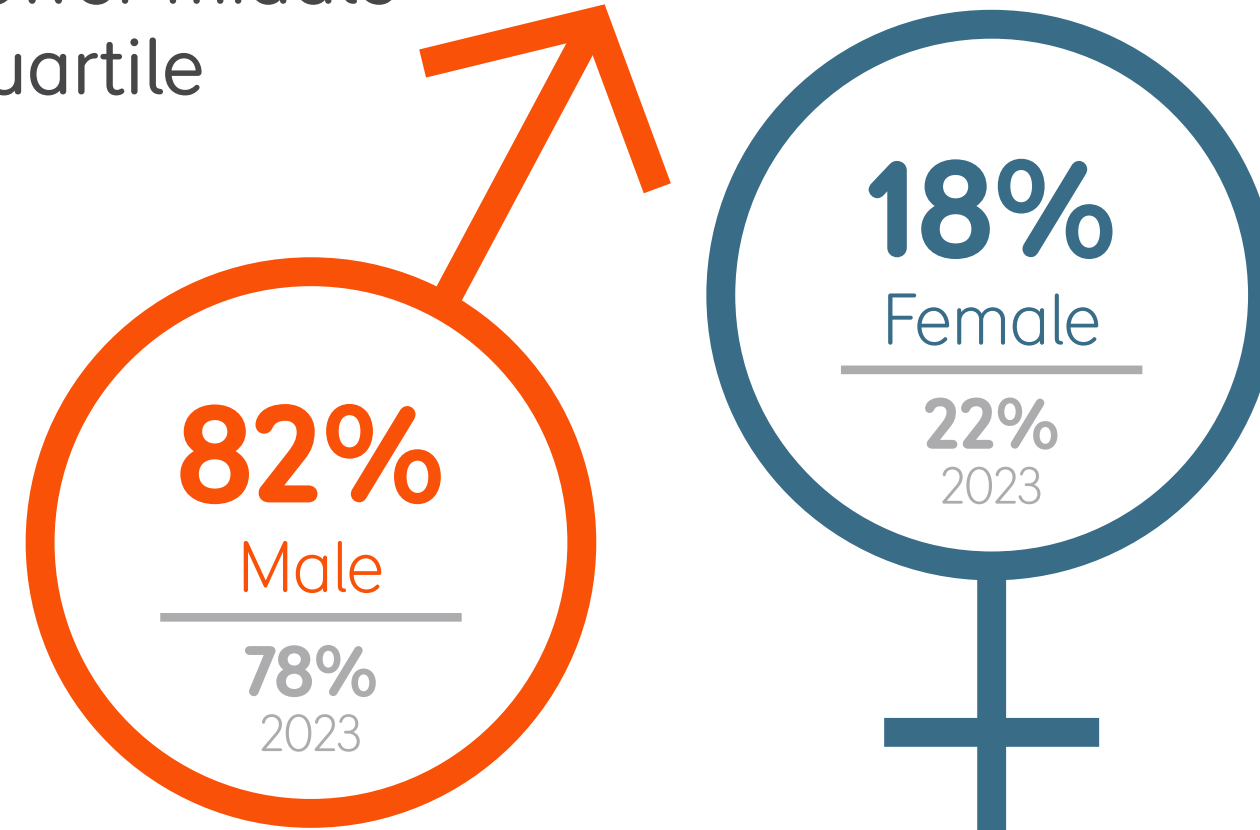
Top quartile



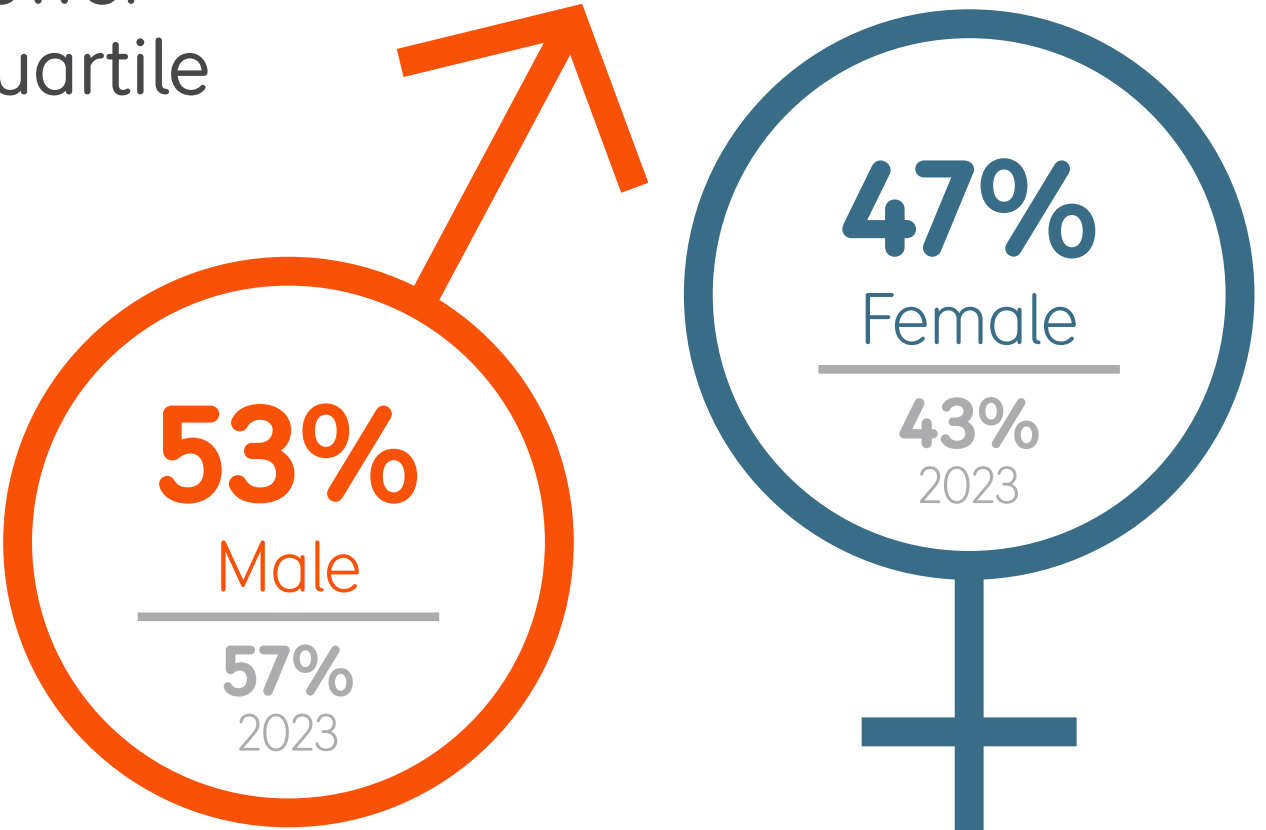
Upper middle quartile



Lower middle quartile



Lower quartile



Actions to address



We are pleased to report that our gender pay gap is significantly below the national average of 14.3%. However, we recognise the need to continue to address female under representation and pay inequity in specific areas.

What we've done...

- We have introduced a new Conduct and Culture Committee, responsible for monitoring conduct and culture metrics, raising concerns and proposing appropriate actions.
- We now benchmark all new roles against market data to ensure fair, competitive and aligned salaries.
- We've seen particular success in our apprenticeship programme, with seven female roadside patrols graduating in 2024.



What we're going to do...

- We will review and improve our Maternity, Paternity & Adoption Policy and approach to pay.
- We will introduce gender pay gap data to support the pay review process including clear calibration, challenge and action on inequity with pay.
- We will continue to build on our manager toolkit to educate, support and embed understanding of unconscious bias and pay equity.
- We will review our working policies to ensure they are family friendly, fit for purpose and agile to meet the needs of our current and future workforce