

Gender pay gap report 2020 to 2021

Automobile Association Developments Ltd

At the AA, we're committed to creating an inclusive and diverse workforce. We aim to make sure people are treated equally at work, across all levels and locations, and we value the contribution that everyone makes for us, regardless of their background.

Gender pay and bonus gaps

	Mean		Median	
	2019/20	2020/21	2019/20	2020/21
Pay gap	18.1%	16.7%	30.4%	29.5%
Bonus gap	38.6%	39.5%	12.7%	45.6%

We have a mean gender pay gap of 16.7% and a median gender pay gap of 29.5%, which is higher than the median pay gap for the UK¹. Both our mean and median gender pay gaps are lower than last year; the main drivers being the recruitment of more female than male employees in our management and SLT groups in the year.

As we've reported in previous years, we know the main drivers of our gender pay gap lie in the under representation of females in the company, particularly within our roadside business, where 99% of our Patrol workforce, who make up 38% of our total workforce, are men.

As we reported last year, female workers represent over half of our contact centre workforce (58%), which largely includes lower paid roles than those of our roadside Patrol force.

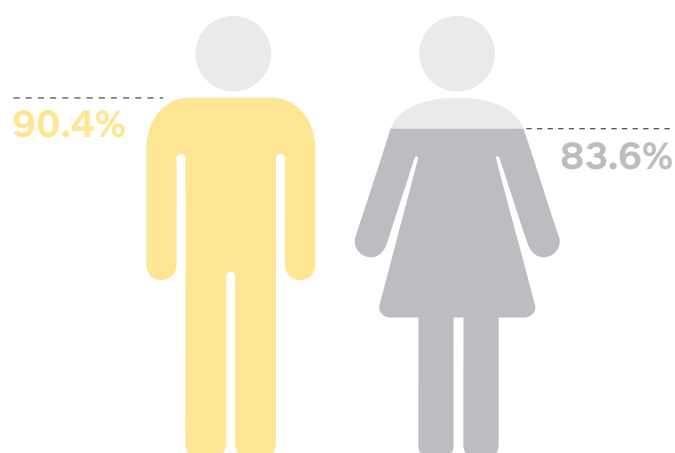
Company demographic



SLT demographic



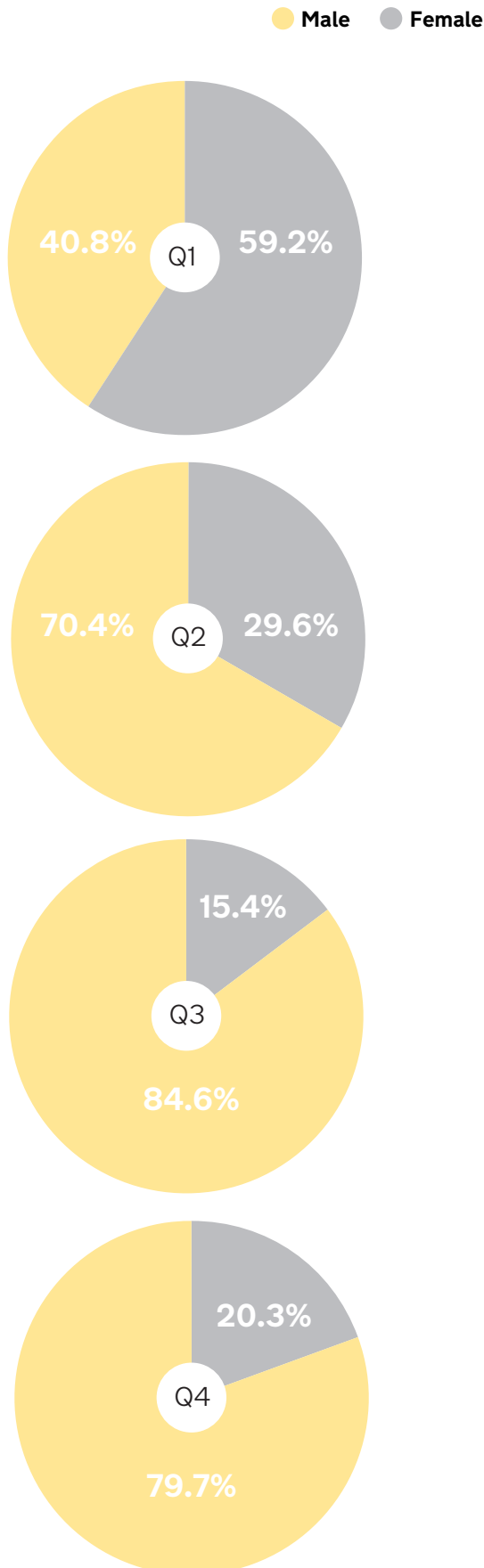
Proportion of employees receiving a bonus in 2020-21



¹ONS figures indicate that the UK national median pay gap was 15.4% for 2021

Pay quartiles

Population of males and females in each pay quartile.



We reported a reduction in our bonus gaps last year, but this year's figures have increased. This is as a result of a thank you payment, which was given to all employees in recognition of their continued hard work through what was a tough year for many reasons. The amounts paid were smaller than typical annual bonus payments and were received by some employees who otherwise would not be included in the bonus gap calculation, which widens the gap.

We continue to review our recruitment practices and talent pipelines in order to attract a higher proportion of diverse candidates to the company. Over the course of the past 12 months, the proportion of females in our Senior Leadership Team has remained at around 35% of this population. We recognise that we need to do more to address the gender balance.

How we're closing the gap

- ▶ Levelling the playing field by creating a culture where those with diverse views thrive. Role modelled from the top of the company, the message is re-enforced that creating an inclusive culture is everyone's responsibility and is supported through our performance management processes via our AA Code and Leadership Drivers.
- ▶ Developing strategies and initiatives to strengthen the attraction, development and retention of women. This includes our career development programme "Driven Women".
- ▶ We make sure we have opportunities for all in our award-winning apprentice programmes. We have almost 50% female apprentices, including 20% females on our new HGV apprentice programme.
- ▶ Reviewing all policies and practices to make sure they operate in an inclusive way for all, including ongoing improvements to our family leave policies.
- ▶ Further developed 5 employee network groups, of which the largest one is "Balance" (representing gender balance), to identify areas of improvement in our policies/practices, which help create a culture where everyone feels they belong. Senior leaders sponsor and co-chair each group.

Jakob Pfaudler,
CEO

Louise Benford,
Chief People Officer