

# GENDER PAY GAP 2025



## A message from Lyndsey Bateman, Director of European Operations at Snap-on UK Holdings Limited

Snap-on is a proud business with a long heritage and our core values espouse a culture of inclusivity and fairness in everything we do. Our vision and ambition is to be franchisor, business partner and employer of choice.

From 4th April 2018, UK companies with over 250 staff are obliged to have to report on their gender pay gap. The gender pay gap should be seen as a 'snapshot' of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority. It should be seen as separate from equal pay which aims to ensure that men and women are paid the same for carrying out work of equal value.

We are confident as a result of our regular analysis and monitoring, that we continue to meet our equal pay obligations. We are conscious however, that we live and operate in a sector still dominated by men and whilst it is pleasing to see that the gender pay gap in large parts of the automotive sector has closed in recent years, all businesses within this sector must do more to close the gap. We want to create a business that attracts and retains the best people irrespective of gender.

We are satisfied that our internal processes foster an environment that is fair and equitable and promotes a culture that gives all employees, the opportunity to be compensated fairly and be given equal opportunity to succeed.

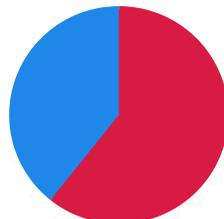
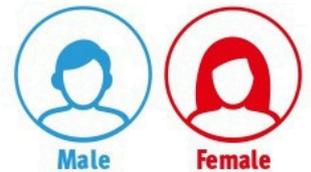
## PAY DATA

### HOURLY RATE OF PAY

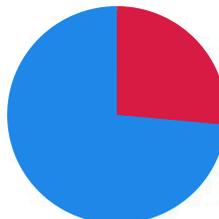
Difference between gross hourly earnings for all men and all women	
Mean	Median
20.5%	21.1%

### Proportion of staff in quartiles

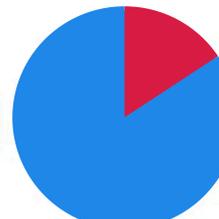
The charts below shows the gender distribution at Snap-on UK Holdings Limited when colleagues are placed in to four equally sized quartiles based on pay.



Quartile 1 (lower)  
39.3% 60.7%



Quartile 2  
26.5% 73.6%



Quartile 3  
15.7% 84.3%



Quartile 4 (upper)  
11.6% 88.4%

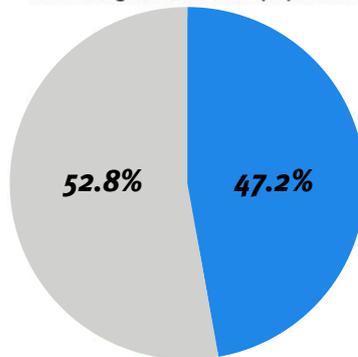
## INCENTIVE DATA

### INCENTIVE PAY GAP

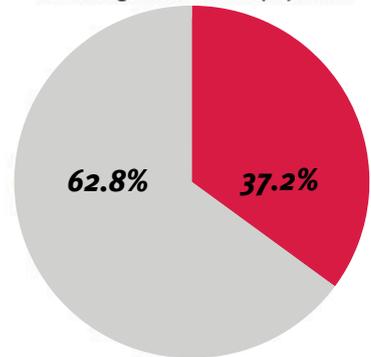
Difference between incentives paid to men and women	
Mean	Median
81.5%	0%

### Proportion of staff receiving an incentive

Proportion of male colleagues receiving an incentive payment



Proportion of female colleagues receiving an incentive payment



● Incentive ● No Incentive