

# 2024

## GENDER PAY GAP REPORT



**STELLANTIS**  
FINANCIAL SERVICES

# 2024 GENDER PAY GAP REPORT

Since the last report, on 3rd April 2023 we have merged Vauxhall Finance with PSA Finance. As advised by HMRC due to the snapshot date being after that date, we have merged the two Gender Pay 2023 results to report as Stellantis Financial Services.

Whilst the data shared for regulatory purposes is that of Stellantis Financial Services, this report details the changes during the last reporting period of the two separate companies as at 31.3.2023



# MEAN & MEDIAN PAY GAP

When analysing the data, we saw a decrease in the Mean Gender Pay Gap for Vauxhall Finance of 3.78% but an increase of 14.67% for PSA Finance, with Stellantis Financial showing a 33.43% variance favouring males.

The median Gender Pay Gap has seen an improvement for Vauxhall Finance by 8.55% but an increase for PSA Finance by 21.46%. For Stellantis Finance it is 40.22% favouring males. In analysing the data further there are a number of things we have identified which helps explain this shift in our figures.

In the government calculation, the hourly rate includes bonus paid in the snapshot date relevant pay period. Under the PSA Finance Bonus structure all employees were eligible to receive a bonus in comparison to Vauxhall Finance where bonus eligible remained at manager level.

Due to the company merger completing on 3rd April 2023 recruitment and promotions were limited.

We recognise that we continue to have a higher proportion of males at senior levels than women and an over representation of women at lower grades as well as an under representation of women at higher grades.

Difference in mean  
hourly rate of pay  
(for full – pay relevant employees)

33.43%

Difference in median  
hourly rate of pay  
(for full – pay relevant employees)

40.22%

## BONUS PAY GAP

For Vauxhall Finance employees the Mean reduced by 23.49% and Median by 71.09%. This was largely due to the change of AIP bonus payment date in 2022, and in 2022, there were a large proportion of IT bonuses, the IT function has a higher Male population. PSA Finance Mean reduced by 7.25% and Median Reduced by 14.76%

Difference in Mean bonus pay paid to male/female

53.92%

Difference in Median bonus pay paid to male/female

3.71%

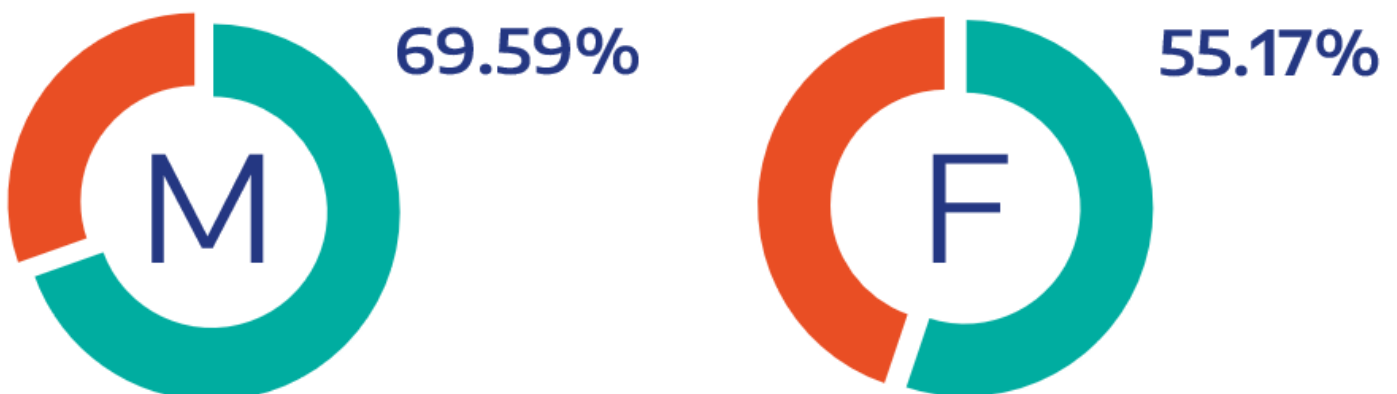


# PROPORTION OF EMPLOYEES RECEIVING A BONUS

Vauxhall Finance Male increased by 28.05% and Female increased by 14.57%, this is due to a higher volume of bonuses being paid: 2022 65 Male and 24 Female, 2023 118 Male and 46 Female. PSA Finance Male decreased by 0.43% and Female 5.35%, this is an effect of the change in population and PSA Finance bonus structure.

Due to the 2023-combined company, the final proportion result has shown an increase to Vauxhall Finance and decrease to PSA Finance. The changes are a reflection of the PSA Finance bonus structure that makes a higher employee population eligible.

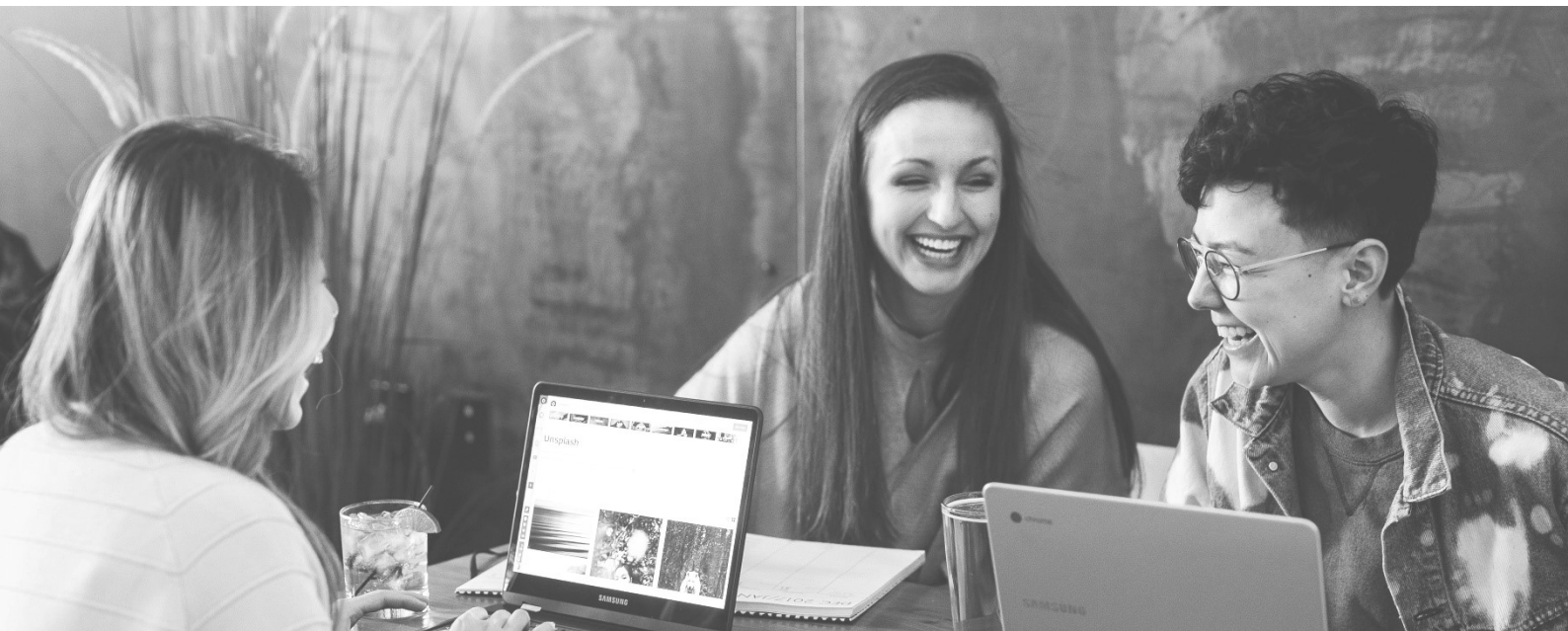
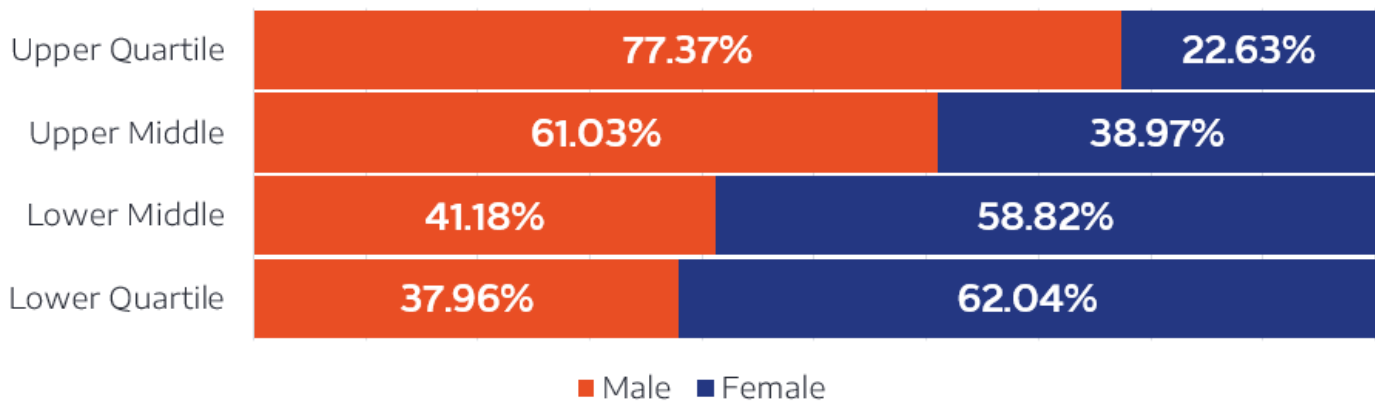
Proportion of male and female full- pay relevant employees paid bonus



# PAY QUARTILES

Female representation continues to be positive in our lower quartile.

We have seen a reduction in the number of Females in the Upper Quartile this is due to the merger and the low percentage of Females in the PSA Finance Upper Quartile.



# CLOSING REMARKS

Stellantis Financial Services supports and facilitates an inclusive environment that embraces all that makes us different and recognises the benefits that these differences bring. We value the diversity of our employees and embrace cultural and social differences ensuring that all employees are valued and able to thrive in the workplace, that they are able to contribute and share their views freely, and have equal access to opportunities

A key focus for Stellantis Financial Services is to continue to develop talent internally through our internal mobility initiatives. Our merger on 3<sup>rd</sup> April 2023 gives us a wider scope for development, internal mobility, and career progression.

We will continue to work with all of our employees, and regardless of ethnicity, gender, age, disability, religion or sexual orientation, provide them with opportunities to build their confidence and help them reach their full potential.

We are committed to providing a fair, equitable and mutually supportive working environment for our employees, and this is reflected in the Company's core values and mission, which promote a culture of teamwork, excellence, and integrity

We take pride in offering our employees flexible working patterns; we also support part time and flexible working hours and welcome applications for shared parental leave. We are focused on encouraging both men and women to make the most of the flexible working opportunities offered.

We remain confident as a business that we do not have any processes or practices in place that see people conducting the same role, being paid differently to do so and we remain committed to closing the pay gender gap.

Signed



Sue Gunning  
HR Director

I confirm that the gender pay gap data reported is accurate, in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed



Martin Page  
Chief Financial Officer