



Gender Pay Gap Report

December 2022





As a purpose-led, values-driven organisation, delivering equal opportunities to all is of paramount importance to CarTrawler irrespective of gender.

In my six years as part of our leadership team I have seen significant improvements in diversity across our business. We are a growing team of over 400 people, 48% women and 52% men, from 40 different countries; this diversity is a core strength of our workforce.

There is, however, further work to be done, and I welcome the introduction of the Gender Pay Gap legislation here in Ireland. It is a positive move, increasing the focus on removing barriers for women in participating equally in the workforce.

This, our first gender pay gap report, is an opportunity to review our ambition and strategy on how we will achieve a better gender mix across all levels of our business.

Our mean gender pay gap is currently 29%. This gap is driven by a greater proportion of males at more senior levels of the organisation and in our engineering teams, roles which typically attract a high level of compensation.

Gender pay is different to equal pay for doing the same role. At CarTrawler we pay men and women equally for performing the same roles across the organisation.

This report provides insight into the representation of women and men across the business, and an overview of the actions we will take to enable more women to progress to senior levels in the company.

In my new role as CEO, I am committed to providing an inclusive culture that equitably engages all our people and enables them to thrive. I look forward to seeking input and support from across the business as we begin this important journey.

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Peter O'Donovan
Chief Executive
CarTrawler



Gender Pay Gap Legislation

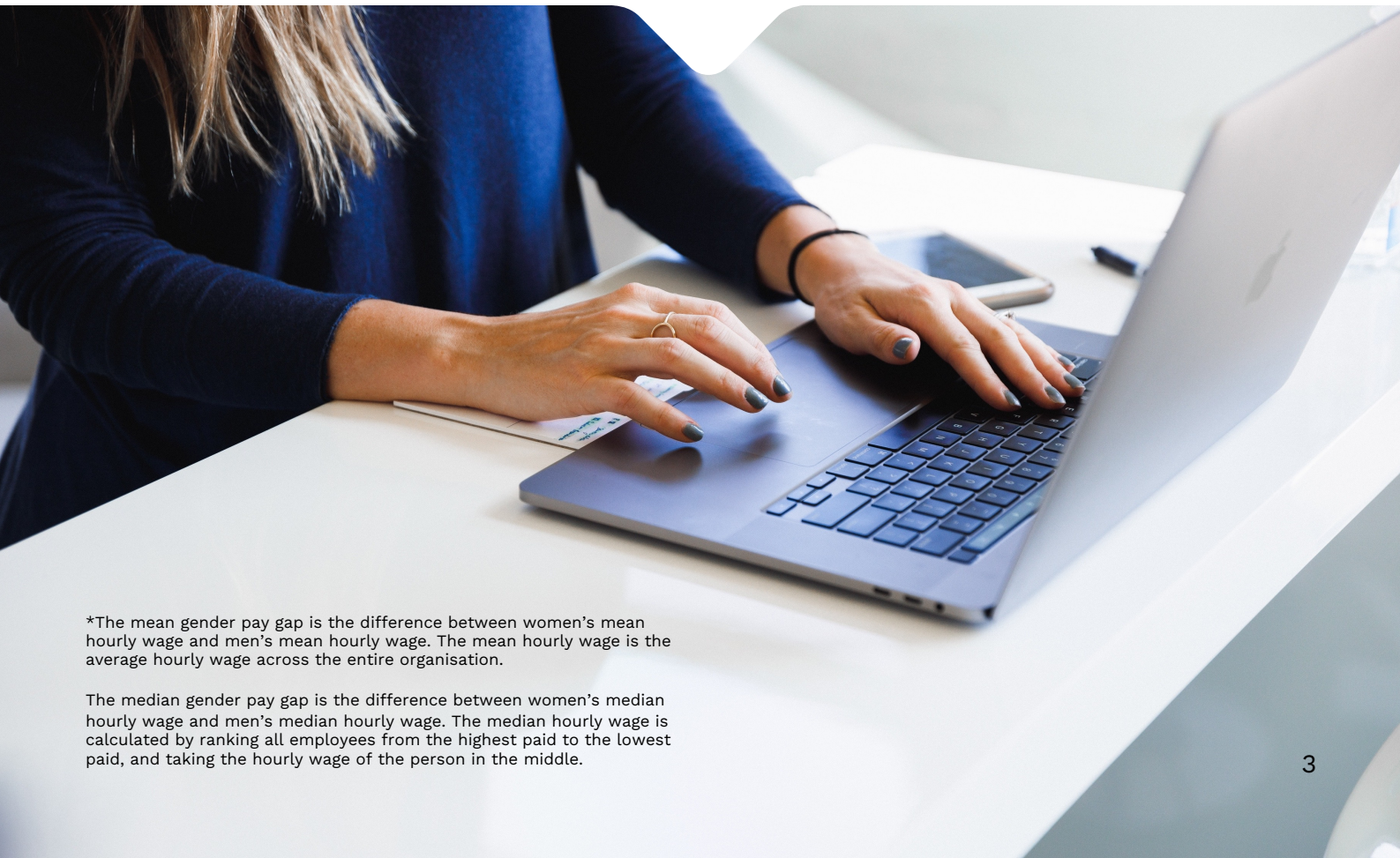
The Gender Pay Gap legislation requires all employers in Ireland with 250 or more employees to publish their gender pay gap across a range of metrics.

Gender pay gap reporting is designed to capture the extent to which women and men are represented across various levels of the organisation.

The “gender pay gap” is calculated as the difference in the average hourly pay of men and women across the entire workforce, regardless of the nature of their role. Pay includes basic pay, allowances, overtime and performance related bonuses.

“Gender pay” is different to “equal pay”, the latter being the legal requirement to pay men and women the same for equal work.

At CarTrawler we pay men and women equally for performing the same roles across the organisation.



*The mean gender pay gap is the difference between women’s mean hourly wage and men’s mean hourly wage. The mean hourly wage is the average hourly wage across the entire organisation.

The median gender pay gap is the difference between women’s median hourly wage and men’s median hourly wage. The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle.



Gender Pay Gap

Gender Pay Gap for all employees as of the 25th of June 2022

The mean (average) pay gap across the organisation is 29%. This average includes men and women across all roles and levels.

When calculating the gender pay gap for all employees excluding our Customer Advisors, the gap is 22%.

CarTrawler's gender pay gap is driven by a greater proportion of men at more senior levels of the organisation and in our engineering teams (where the split is 81% male and 19% female), roles which typically attract a high level of compensation.

	All Employees	All Employees Except Customer Advisors	Customer Advisors Only
Mean Gender Gap	29%	22%	-6%
Median Gender Pay Gap	34%	20%	-6%





Mean Pay Gap View by Title

Leadership Team and Directors and Heads Of

Looking at our gender pay gap by role title, at the Leadership Team and Director levels the gap is 5%, and for 'Heads of' it is 8%. Different role types within these groupings are the main driver of this gap.

People Managers

Within our People Manager group, the gender pay gap is 17%. This group has a low proportion of female representation within specific functions. For example, in our Engineering People Manager group 83% of managers are male, with these roles typically attracting a high level of compensation, therefore skewing the average pay toward males.

Customer Advisors

The gender pay gap within the Customer Advisors group is -6%, favouring females. This gap is driven by higher length of service amongst female employees within this group, with 67% of women with more than one year of service vs 47% of men.

Other

The 'Other' group includes individual contributors in different roles across the organisation. This group represents 57% of the reported headcount and has an average gap of 15%. The gap is driven by the varied nature of the different roles in this grouping.

	Average Gender Pay Gap	Males %	Females %
Leadership Team & Directors	5%	74%	26%
Heads of	8%	58%	42%
People Managers	17%	69%	31%
Customer Advisors	-6%	25%	75%
Other	15%	51%	49%



Gender Pay Gap Part-Time and Temporary Employees

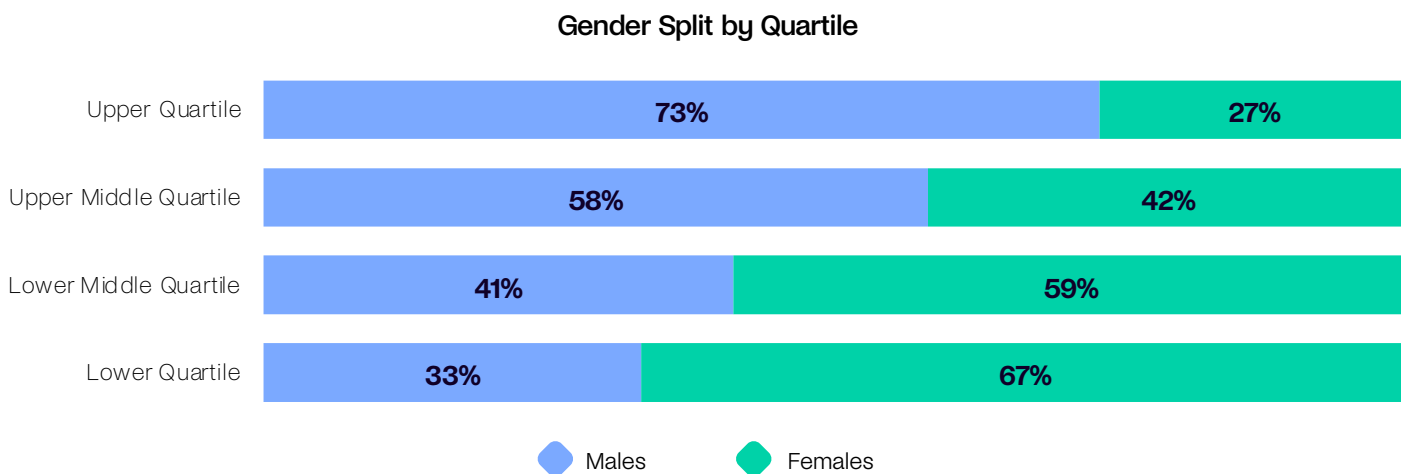
We have a very small number of people on part-time or temporary contracts. The variances in this analysis have been impacted by the small sample size and by the fact that most employees in this cohort are female (93%).

	Part-Time Employees	Temporary Employees
Mean Gender Gap	-31%	-33%
Median Gender Pay Gap	-18%	-30%

Pay Quartiles by Gender

The graph below shows the gender distribution at CarTrawler by quartile.

Quartile distribution is calculated by ranking all our people by their hourly rate and dividing the population into four groups, from lowest to highest rate, then the percentage of male participation vs female participation is calculated for each of these groups.





Gender Bonus & Benefits Overview

At CarTrawler, inclusivity is at the core of our approach to benefits. All employees are equally entitled to benefits, including our organisation-wide equity and bonus scheme.

The design principle underpinning our bonus plan is one that reinforces our “shared wins” value. Everyone is eligible to get the same % bonus depending on their own personal performance outcome. This ensures that the scheme is inclusive, equitable and transparent.

The gender bonus gap is the difference in incentive pay received by men and women in the 12-month reporting period.

Bonus Receivership

All employees

81%

Females

73%

Males

Benefits in Kind Receivership

All employees

80%

Females

83%

Males



	All Employees	All Employees Except Customer Advisors	Customer Advisors Only
Mean Bonus Gender Pay Gap	30%	21%	5%
Median Bonus Gender Pay Gap	31%	26%	11%



Key Factors Influencing our Gender Pay Gap

CarTrawler's gender pay gap is driven by a greater proportion of men working at more senior levels in the organisation and in our engineering teams.

We need to enable more women to progress to senior levels in the company – something we are committed to achieving.

Our commitment is to narrow the gap, and we are taking the following actions to achieve this:

Attracting & Recruiting Talent

We are committed to ensuring that our recruitment processes are transparent, objective and unbiased. We have rolled out unconscious bias training and ensure the language in all job descriptions is gender neutral.

We will continue our gender-based reporting at candidate application stage to understand the diversity of our applicant pipeline and to identify when and why females drop out of the recruitment process.

Equal Access to Opportunities

We commit to ensuring equal access for all internal opportunities.

We will review internal mobility processes and ensure roles and opportunities are structured and advertised to attract applications from both genders.

Development

We will develop and deliver a female talent acceleration programme for areas of our business where females are under-represented, with a specific focus on engineering roles.

We will provide mentoring for our high-potential female employees.

Support

We will fully support our female employees returning to work post maternity and family leave with a comprehensive onboarding programme and reskilling where necessary.

We will do this to ensure that the time they have stepped away from their role does not become a career derailer or hinder their progression.



We believe by taking these targeted actions and following other best practices, that we will achieve meaningful change in gender balance at CarTrawler.

We are committed to measuring and delivering progress, to ensure CarTrawler remains on track to become a leading equitable workplace for all our employees.



