

Gender Pay Gap 2026

PAY DATA

DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 17% lower than men's	Women's median hourly rate is 24% lower than men's

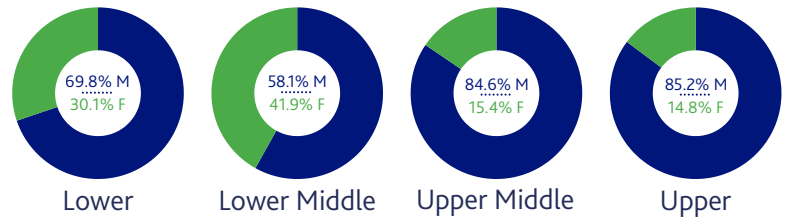
When comparing **MEAN** hourly rates, women earn **83p for every £1** men earn

When comparing **MEDIAN** hourly rates, women earn **76p for every £1** men earn

PAY QUARTILES



The charts below show the gender distribution at **D. M. Keith Limited** when colleagues are placed into four **equally sized quartiles** based on pay.



Proportion of male and female staff in pay quartiles

BONUS DATA

BONUS PAY GAP

MEAN	MEDIAN
Women's mean bonus pay is 31% lower than men's	Women's median bonus pay is 41% lower than men's

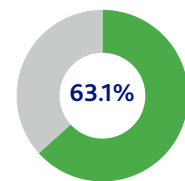
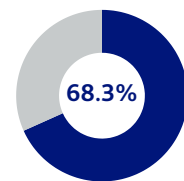
This is the **sixth** year that **D. M. Keith Limited** has been required to produce a Gender Pay Gap report. The company remains committed to achieving gender equality and goes beyond the minimum legal requirements to ensure fair and transparent remuneration practices. This analysis examines the differences in hourly rates of pay and variable pay between male and female employees, based on the snapshot data and the current operating headcount of the business.

The key findings are as follows:

On average, **males earn 17.3% more than females in hourly pay**. The median hourly rate shows that **the typical male earns 23.9% more than the typical female**. In relation to variable pay, **males receive 31.0% more on average than females**. The median variable pay indicates that **the typical male receives 41.8% more than the typical female**. The proportion of employees receiving **variable pay is broadly comparable**, with **68.3% of male employees and 63.3% of female employees** receiving variable pay. The pay quartile analysis highlights that women are more concentrated in the lower and lower-middle pay quartiles, while men are more heavily represented in the upper-middle and upper quartiles. In particular, the **upper quartile consists of 85.2% male employees and 14.8% female employees**, demonstrating the lower representation of women in higher-paid and senior roles within the business.

As with previous years, the gender pay gap within D. M. Keith is primarily influenced by the distribution of roles across the organisation, rather than differences in pay for the same work. We remain confident that men and women are paid equally for performing equivalent roles across all areas of our operations. However, the data reflects the lower proportion of women in senior and higher-paid positions, which contributes to the overall pay gap.

PROPORTION OF STAFF RECEIVING A BONUS PAYMENT



The automotive sector traditionally has a **higher proportion of male employees**, particularly in technical, sales, and senior leadership roles. This is reflected in our workforce profile, where **men continue to make up the majority of the overall employee population** and are more heavily represented in the higher pay quartiles.

At D. M. Keith, **we remain committed to being a fair, diverse, flexible and inclusive employer** and to creating opportunities for greater gender balance across all levels of the organisation.

Moving forward, D. M. Keith is committed to taking proactive measures to support gender diversity and reduce the gender pay gap. These actions include:

- **Reviewing recruitment practices** to encourage greater gender balance in management and senior roles.
- **Supporting career progression opportunities** for female colleagues across the organisation.
- **Continuing to monitor pay and variable pay structures** to ensure fairness and transparency.
- **Promoting diversity and inclusion initiatives** that encourage more women to join and develop careers within the automotive sector.

We will continue to monitor our progress and report transparently each year, while working to create an inclusive culture where all employees have equal opportunities to develop and succeed within D. M. Keith.

R Thompson

Rachel Thompson | Director of HR | D. M. Keith Limited

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017, D. M. Keith Limited is required to carry out Gender Pay Gap Reporting.