



GENDER PAY REPORT 2022

This document has been published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Royal Automobile Club was founded in 1897 with the primary purpose of promoting the motor car and its place in society. Today, the Royal Automobile Club is one of the foremost private members' clubs in the world with a diverse membership, an extensive events programme, and two beautiful and unique clubhouses, alongside first-class accommodation, dining and sports facilities.

As an IIP Silver accredited organisation, the Club recognises that our employees are our greatest asset. The Club is committed to continuing to build a fair, diverse and inclusive culture where all employees aspire to work and are rewarded and developed on individual merit, regardless of ethnicity, gender, age, disability, religion or sexual orientation. Fair is one of our core leadership behaviours and Respect one of our values.

The Club's L&D department actively promotes professional development. We also support internships and apprenticeships, with many of these leading to permanent positions within the businesses.

This report contains the Gender Pay Gap (using a snapshot date of 5 April 2022) for the Royal Automobile Club, as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The Club recognises and supports the implementation of mandatory gender pay gap reporting as an important step towards transparency and greater equality for women in work.

Ben Cussons
Chairman

A blue ink signature of Ben Cussons, written in a cursive style.



CHIEF EXECUTIVE & CLUB SECRETARY'S STATEMENT

The 2022 gender pay report is the Club's fifth year of reporting, the most noteworthy change is an increase in the mean pay gap. The Club regularly reviews salaries in line with current industry and market conditions to ensure a consistent approach for all employees.

Key data:

- The Royal Automobile Club has a gender pay gap of 21.62%, this is largely due to the make-up of the upper quartile who are the highest earners, 71.43% of which are male.
- The Club has a median gender pay gap of 11.02%, which is a reduction from 12.1% reported in 2020, (the 2021 data is skewed due to the nature of pay during the pandemic). In the lower and lower middle quartiles the split of male to female is more even with 48.77% male and 51.23% female in the lower quartile and 55.9% male and 44.1% female in the lower middle quartile.
- The mean bonus gap is 41.04% with 68.28% of males receiving a bonus compared with 61.31% of females receiving a bonus.
- The median bonus gap is 0%. The median bonus gap of 0% is the same as reported in 2019 and 2020. These percentages are a direct result of implementing a bonus scheme in 2019 which is applied equally to relevant staff.

Actions to reduce pay gap:

- The Club is committed to promoting gender diversity in senior management positions and succession planning is being developed to ensure that women with high potential can progress from entry level to senior management.

I, Daniel Pereira, Chief Executive & Club Secretary, confirm that the information in this statement is accurate.

Signed

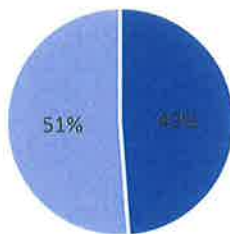
A handwritten signature in black ink, appearing to read 'Daniel Pereira', written over a light blue horizontal line.



Gender Pay Gap		
	Mean	Median
Pay Gap	21.62%	11.02%
Bonus Gap	41.04%	0%

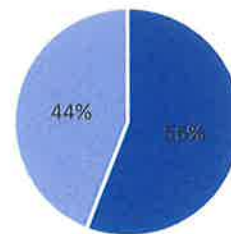
Proportion of females and males in each quartile:

Lower



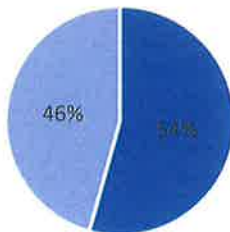
■ Male ■ Female

Lower Middle



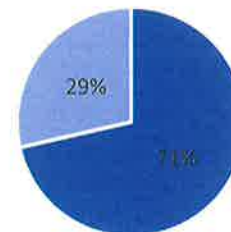
■ Male ■ Female

Upper Middle



■ Male ■ Female

Upper Quartile

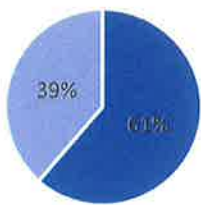


■ Male ■ Female



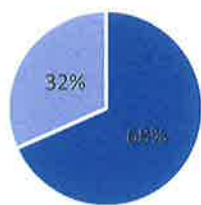
Proportion of females and males receiving a bonus payment:

Proportion of Women
Receiving Bonus



■ Receiving ■ Not

Proportion of Men
Receiving Bonus



■ Receiving ■ Not