



GENDER PAY REPORT 2024

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 Gold 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 with a focus on sustainability, where all employees 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 Learning and Development department actively promotes professional development and a key focus for the Club is succession planning and our own internal mentoring programme. 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 2024) 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.

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Duncan Wiltshire

Chairman



CHIEF EXECUTIVE & CLUB SECRETARY'S STATEMENT

The 2024 gender pay report is the Club's seventh year of reporting, the most noteworthy change is a decrease 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 reduced its gender pay gap from 16.14% (reported in 2023) by 2.53 percentile to 13.61%.
- The reduction in the gender pay gap is due to the 3% increase in female employees in the upper quartile.
- The Clubs' gender pay gap of 13.61% is largely due to the make-up of the upper quartile who are the highest earners, 67.21% of which are male.
- The Club has a median gender pay gap of 5.3%, which is a reduction from 9.18% reported in 2023. In the lower and lower middle quartiles, the split of male to female is more even with 50.27% male and 49.73% female in the lower quartile and 55.74% male and 44.26% female in the lower middle quartile.
- The mean bonus gap is 44.2% with 70.65% of females receiving a bonus compared with 68.71% of males receiving a bonus. This gap is due to the highest bonus earners being male.

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

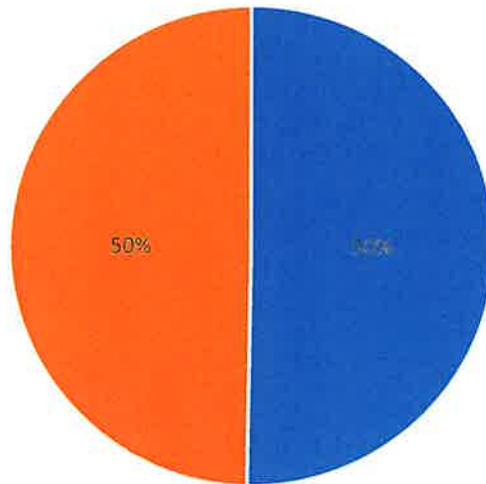
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Gender Pay Gap		
	Mean	Median
Pay Gap	13.61%	5.3%
Bonus Gap	44.22%	

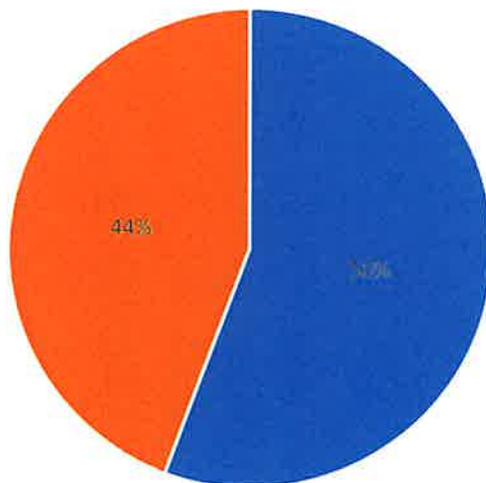
Proportion of females and males in each quartile:

Lower



■ Male ■ Female

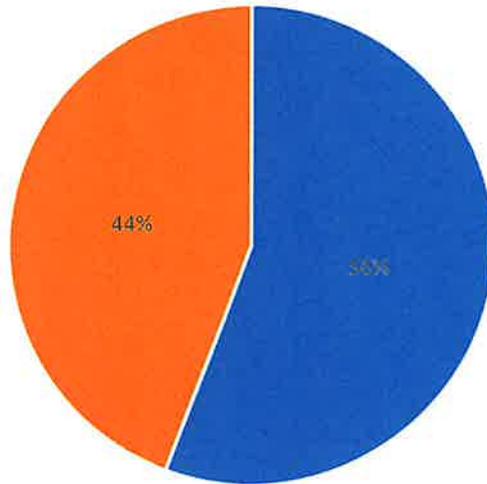
Lower Middle



■ Male ■ Female

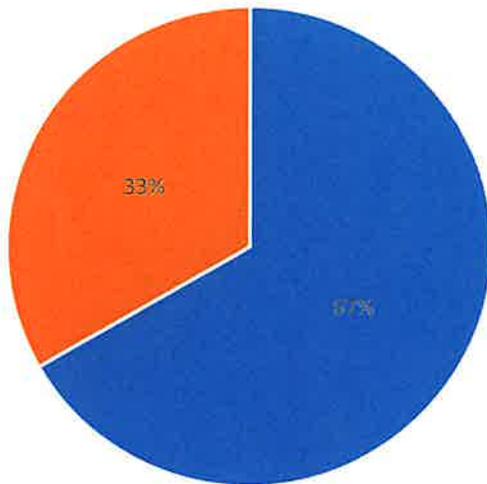


Upper Middle



■ Male ■ Female

Upper

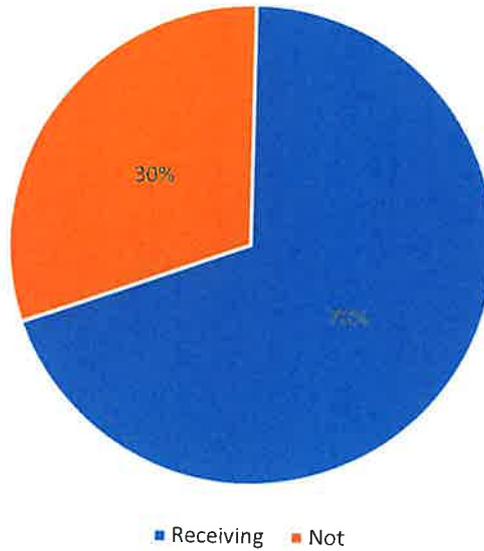


■ Male ■ Female



Proportion of females and males receiving a bonus payment:

Proportion of Women Receiving Bonus



Proportion of Men Receiving Bonus

