



Gender Pay Gap 2024

Gemini Accident Repairs Ltd

We confirm that the gender pay gap data and information contained in this report are accurate and have been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Overview

At Gemini Accident Repair Group, we are committed to fostering a diverse, inclusive, and equal workplace. We recognise the significant benefits that a diverse workforce brings to our people, our clients, and our business. We are dedicated to recruiting the best talent for every role, regardless of gender, background, race, or religion.

By removing barriers to entry, investing in career development, and cultivating a supportive working environment, we have seen positive results. However, we acknowledge there is more to do, particularly in addressing the gender pay gap across our business.

This report provides a transparent snapshot of our current gender pay gap. While we have observed a moderate gap, we remain committed to publishing honest and accurate information to support learning and improvement. Although the gap has not narrowed over the past year, we are proud that pay has increased across the board and that staff wellbeing remains central to our decision-making processes.

Pay at Gemini is awarded consistently based on role, competence, experience, and geographical location. Nevertheless, we recognise that consistency alone is not enough. We are actively working to offer improved pay rates to all employees, reinforcing both our commitment to equality and our workplace culture.

It is important to acknowledge that the accident repair industry has historically been male-dominated, influenced by generational employment trends and traditional gender interests. While this is gradually changing, progress remains slow. Our 2025 recruitment strategy will include targeted initiatives to attract more women into the sector and into our business.

We have developed an action plan to help reduce the gender pay gap further. This includes identifying key drivers of the gap and implementing meaningful actions to close it. This supporting narrative outlines our commitment and the measures in place to drive progress.

Staffing

- ▶ Enhance recruitment offerings to attract a more diverse talent pool.
- ▶ Narrow the gender pay gap through targeted action and monitoring.
- ▶ Expand training and development opportunities for all employees.
- ▶ Improve and promote employee benefits to support wellbeing and retention.



670 Employees
88 Females (13%)
582 Males (87%)



49 Managers
9 Females (18%)
40 Males (82%)

78 Apprentices



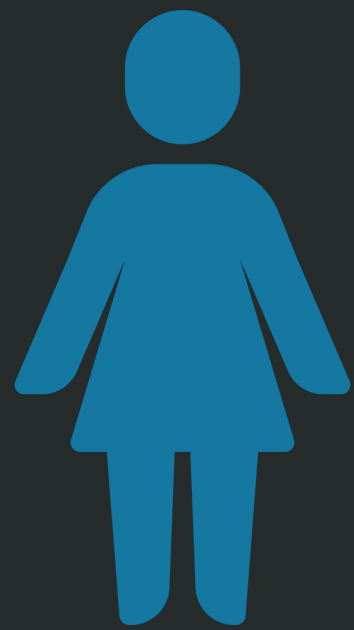
10 female 78 male



69 under 30 years old

The 'Median' Gender Pay Gap

Median Gap 22.46%



£13.29



£17.14

The 'Mean' Gender Pay Gap

Mean Gap 9.97%



£15.91



£17.67

Men And Women In Each Hourly Pay Quarter

	Upper	Upper Middle	Lower Middle	Lower
Male %	91.95	98.66	81.21	75.33
Female %	8.05	1.34	18.79	24.67

Gemini Accident Repair Group is proud to have gender representation at all levels of the business. Representing those earning the highest salaries, 91.95% are men and 8.05% are women. While we are pleased to see female representation in this group, we recognise there is more to do. In 2025, we are focusing on reducing the gender gap, particularly within the Upper and Upper Middle pay quartiles.

We acknowledge that this distribution reflects broader trends in the accident repair and insurance sectors, which have historically been male-dominated. However, our ongoing priority is to create and promote clear career pathways to support the progression of women within our organisation.

Ethnicity

- ▶ We are awaiting data from 350 employees.
- ▶ 289 have selected White - British.
- ▶ 19 has selected White - Any Other White Background
- ▶ 2 have selected White - Irish.
- ▶ 3 have selected Mixed - White and Black Caribbean.
- ▶ 1 has selected Mixed - White and Asian.
- ▶ 1 has selected Mixed -Any Other Background
- ▶ 1 has selected Black or Black British - Caribbean.
- ▶ 4 have selected Asian or Asian British.



GEMINI
ACCIDENT REPAIR CENTRES

- ▶ We are committed to driving positive change across all aspects of our people, diversity, and inclusion strategies.
- ▶ Our understanding of diversity and inclusion continues to evolve, and it remains a central focus for our business. We actively encourage open discussions around diversity, equality, and inclusion at all levels of the organisation.
- ▶ To support flexibility and work-life balance, we have introduced hybrid working in many departments where operationally possible.
- ▶ We are proud to offer an industry-leading apprenticeship programme, which plays a key role in diversifying our workforce. Through apprenticeships, mentoring, and tailored training, we are building future talent.
- ▶ We remain committed to promoting equality of opportunity throughout our recruitment and promotion processes, ensuring that selection is always based on merit, regardless of gender, background, or other personal characteristics.