



GOODYEAR
TYRES UK LTD
**GENDER PAY
GAP REPORT**

April 2025

Introduction

At **Goodyear Tyres UK Ltd**, we are committed to creating a fair, inclusive and supportive workplace where everyone has the opportunity to succeed. We welcome the opportunity provided by the UK Gender Pay Gap reporting requirements to review our workforce data and continue to focus on improving gender representation across our organisation.

The data we are reporting includes:

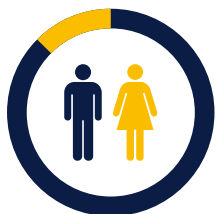
- The difference in the mean (average) and median (middle) pay of men and women.
- The difference in mean and median bonus pay of men and women.
- The proportions of men and women who were paid a bonus in the previous year.
- The numbers of men and women employed in quartile pay bands.

A positive % indicates a favourable pay gap towards men, and a negative % indicates a favourable pay gap towards women.

Our baseline

At the snapshot date, **Goodyear Tyres UK Ltd** employed 398 associates across our Birmingham head office location, our national Truckforce hub network and field-based positions.

Overall, our associates as of this date comprised of: 348 males and 50 females.



Our analysis shows that our workforce is predominantly male, with approximately **87% male employees and 13% female employees** within the reporting population. This reflects the wider profile of the tyre manufacturing and automotive sectors, where operational, and technical roles have historically attracted a higher proportion of male employees.

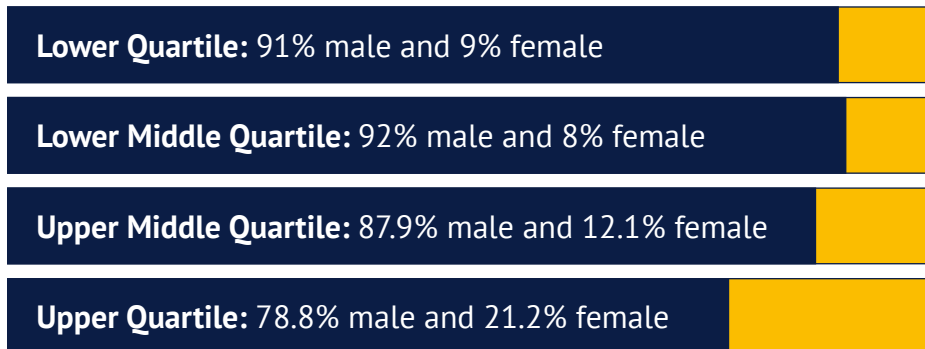
The gender pay gap within our organisation is primarily influenced by the distribution of men and women across different roles and levels, rather than differences in pay for the same work. We are confident that men and women are paid equally for performing equivalent roles. Our pay structures and governance processes ensure that salary decisions are based on objective factors including job responsibilities, experience, skills and performance, and are not influenced by gender.

Pay Quartile Distribution

The pay quartile analysis shows the proportion of male and female employees when our workforce is divided into four equal groups based on hourly pay. At **Goodyear Tyres UK Ltd**, our workforce remains predominantly male across all quartiles, reflecting the wider profile of the tyre and automotive sector.



Our quartile distribution is as follows:



While women represent a smaller proportion of the overall workforce, it is encouraging that female representation increases in the upper pay quartiles, with women making up over 21% of employees in the highest pay quartile. This reflects the presence of women in a number of senior, specialist and leadership roles within the organisation.

Mean and median gender pay gap

Gender Pay Gap reporting requires organisations to publish both the **mean (average) pay gap** and the **median (midpoint) pay gap** between men and women.

At **Goodyear Tyres UK Ltd**, our results show:

- 6.34%
MEAN GENDER PAY GAP

+ 16.31%
MEDIAN GENDER PAY GAP

A **negative mean pay gap** indicates that, on average, women’s hourly pay across the organisation is **higher than men’s hourly pay**. This can occur when a number of women occupy senior or specialist roles with higher salaries, which increases the overall average pay for women.

Our **median pay gap of 16.31%** reflects the difference between the midpoint of male and female hourly pay. The median measure is less influenced by very high or very low salaries and instead reflects the distribution of employees across pay levels.

The data highlights that the gender pay gap within our organisation is influenced primarily by the **overall gender composition of our workforce**, rather than differences in pay for equivalent roles. While we have women represented in a number of senior and higher-paid positions, women remain under-represented in the organisation overall, particularly across operational and technical roles where the majority of our workforce sits.



This is consistent with our pay quartile data, which shows that although women represent a smaller proportion of the total workforce, they make up a higher proportion of employees in the upper pay quartile compared with the lower quartiles.

Improving gender representation across all areas of the business, particularly in technical and operational roles, remains an important focus as we continue working to build a more balanced workforce.

We are committed to ensuring a fair and equitable reward framework for all colleagues. Our bonus pay data for the current reporting period shows a **mean bonus gap of 17.7%** in favour of men, alongside a **median bonus gap of -12.8%**, indicating that the typical (middle) woman at Goodyear Tyres UK received a higher bonus than the typical man.

The difference between the mean and median results is influenced by the structure of our bonus schemes and workforce distribution:

+17.7%
POSITIVE MEAN GAP

-12.8%
NEGATIVE MEDIAN GAP

- **The positive mean gap (17.7%)** reflects that a small number of senior, higher paid male employees received larger bonus payments, which increases the overall average for men.
- **The negative median gap (-12.8%)** demonstrates that, when looking at the midpoint of bonus payments for all employees, women received higher typical bonuses than men. This outcome is driven by more consistent bonus distribution for women in several roles within our operational and support functions.
- This result is influenced by the workforce profile within our Truckforce operations, where the majority of roles—typically held by men—are aligned to lower bonus frameworks.

Compared with our 2024 reporting, our 2025 gender pay gap figures show a continuing shift towards a more balanced pay profile across the organisation. In 2024, both our mean (-4.07%) and median (-3.05%) hourly pay gaps were already favourable towards women, and in 2025 this position has been maintained, with the data again demonstrating that women's average and mid point hourly earnings remain higher than those of men.

Although the overall workforce continues to be predominantly male—particularly within operational and TruckForce technician roles—the representation of women in higher paid and senior positions has remained strong, helping sustain this favourable pay gap trend. These results indicate that our ongoing efforts to improve gender representation in specialist and leadership roles, alongside our continued focus on equitable pay structures and inclusive talent development, are having a positive and lasting impact. We remain committed to building on this progress as we move into the next reporting period.



Actions and commitments

At **Goodyear Tyres UK Ltd**, we are committed to creating an inclusive workplace where everyone has the opportunity to develop and succeed.

In collaboration with our Women's Network, we continue to take steps to support female colleagues, promote wellbeing and encourage greater representation across our organisation.

Our ongoing actions include:

- Supporting women through inclusive policies across different life stages, including family-friendly policies that cover areas from menstruation to post-menopause, alongside flexible working arrangements that support work-life balance.
- Hosting year-round events and initiatives that support wellbeing and development. These include activities such as our internal celebrations around International Women's Day, personal health and wellbeing checks, and other awareness events designed to support our employees.
- Running internal campaigns and spotlight articles to celebrate the achievements of our colleagues, raise awareness of important topics and promote the work of our Employee Resource Groups.
- Actively promoting the range of support available to colleagues, including access to our Employee Assistance Programme, physical wellbeing resources, financial guidance and our trained Mental Health First Aiders.

Alongside these initiatives, we continue to focus on inclusive recruitment practices, development opportunities and creating pathways for career progression that support a more balanced representation of men and women across all levels of our organisation.

Improving gender balance is an ongoing journey. By continuing to review our data, listen to our associates and strengthen initiatives that support inclusion and development, we remain committed to building a more diverse and inclusive workforce for the future.

Lorna Carlin
HR Manager UK & Ireland



