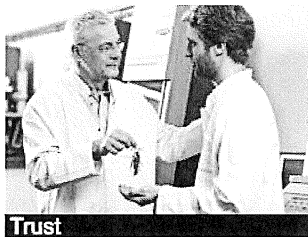




Tyre Maintenance Limited  
 Croft House  
 Gelderd Close  
 Gelderd Road  
 Leeds  
 LS12 6DS

**Gender Pay Gap 6<sup>th</sup> April 2016 to 5<sup>th</sup> April 2017**

Tyre Maintenance offers equal salaries for equal work throughout the business, regardless of gender and offers a clear Pay structure throughout each area, using local market-benchmarked rates for all roles. We offer equal opportunities regardless of age, race, gender, marital status, sexual orientations, disability or religion and belief. We strive to adhere to our four Core Values:



**What is the gender pay gap?**

This measures the differences between male and female's earnings across the business by presenting the female's pay as a percentage of male's pay.

Gender pay gap reporting is different to Equal Pay as this refers to male and females receiving equal pay for the equal work.

**Why are we publishing this report?**

It is a legal requirement for all private and voluntary sectors employers in England, Scotland and Wales, with 250 more employees to calculate their gender pay and gender bonus gaps as they are on 5<sup>th</sup> April each year. These figures must be publish on our company and on the GOV.UK website by 4<sup>th</sup> April each year.

**The Gender Pay Gap reports**

<b>Employee Data</b>		
	Males	Females
No. of Employees included in Data	81	14

<b>Difference between men and women</b>		
	Mean (Average)	Median (Middle)
Hourly fixed pay	(18.78)%	(17.70)%



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Bonus Gap		
	Mean (Average)	Median (Middle)
Bonus Payment	-191.36%	-655.41%
	Male	Female
Proportion receiving Bonus	60.49%	14.29%

Pay Quartiles				
	Upper	Upper Middle	Lower Middle	Lower
Male	70.00%	92.00%	100.00%	83.00%
Female	30.00%	8.00%	0.00%	17%

All our figures within this document have been reached using the mechanisms set out in the gender pay gap reporting legislation.

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).



Arthur Gregg  
 Managing Director