

sopp+sopp

GENDER PAY GAP REPORT

Snapshot date: 5 April 2025

Published: 4 April 2026



INTRODUCTION



At sopp+sopp, we are committed to creating an inclusive workplace where all team members are paid fairly for the work they do.

Our first Gender Pay Gap Report shows that we have strong gender representation across much of the organisation and that our median pay gap is relatively small.

At the same time, our mean pay and bonus gaps highlight areas where we need to continue focusing our efforts - particularly around the distribution of senior and higher-paid roles.

There is a lot to be proud of in this report, but we are also fully committed to learning from this data, and taking purposeful steps to keep improving.



Callum Langan,
Managing Director
sopp+sopp

ABOUT THIS REPORT

Welcome to the Gender Pay Gap Report for sopp+sopp, covering the 12 months up to the snapshot date of 5 April 2025. This report examines the differences in pay and bonuses between men and women in our company.

What is the Gender Pay Gap?

The Gender Pay Gap Regulations apply to UK employers with over 250 team members.

They aim to highlight the average hourly earnings gap between men and women across a business. It's important to distinguish this from equal pay, which concerns whether individuals in similar roles receive the same pay.

At sopp+sopp, we ensure equal pay for equal work and regularly review our pay structures to make certain they are fair and equitable.



GENDER PAY GAP 2025

Overview of Mean and Median Pay

Mean pay represents the average hourly rate of pay across all team members. It is calculated by summing up the total pay for all employees and dividing it by the total number of employees.

Median pay signifies the midpoint of the pay distribution within the company. It is determined by arranging all male and female team members' hourly pay rates in ascending order and identifying the value that falls exactly in the middle.

Gender pay gap 2025

Mean	Median
15.7%	2%

Explaining the gender pay gap

Our first gender pay gap results show a median pay gap of just 2%, indicating that typical male and female employees at sopp+sopp are paid consistently. This provides a positive baseline and reflects balanced representation across much of the organisation.

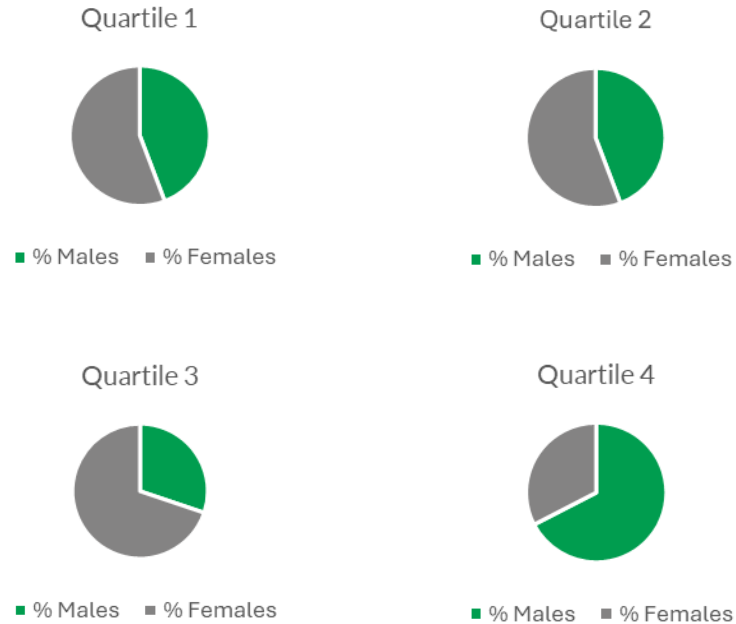
The mean pay gap of 15.7% is influenced by the distribution of colleagues in higher-paid roles. While the lower two quartiles show an even split of men and women, we see more women in the third quartile and more men in the highest quartile. This imbalance at the top of the pay structure is the primary driver of our mean hourly pay gap.

Bonus data reflects a similar pattern. A higher proportion of women received a bonus, but the mean bonus gap is affected by a small number of high-earning male colleagues, whose bonus payments significantly increase the average. This highlights the importance of continuing to support development and progression to ensure that senior opportunities are accessible to all.

Pay quartiles

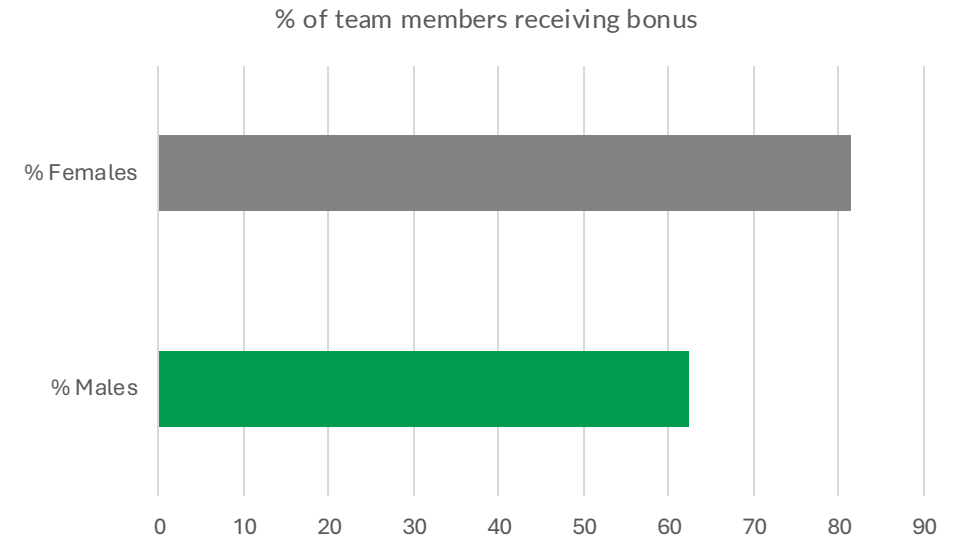
The graph below shows the breakdown of our workforce split between male and female employees across four equally-sized pay quartiles. The data reveals a relatively even split in quartiles 1 and 2, with females making up the majority of quartile 3, and males accounting for the highest proportion of quartile 4.

Quartile 1 includes those team members on the lowest hourly pay, and quartile 4 shows those on the highest hourly pay.



Gender bonus gap analysis

The following figures illustrate the percentage of male and female team members that received a bonus payment over the 12-month period, along with the mean and median difference in bonus amounts.



Mean	Median
83.6%	-36.1%

ACTIONS

Equality and representation continue to be a key part of our environment, social and governance strategy.

We want sopp+sopp to be a leader in promoting diversity within the automotive industry and will take proactive steps to achieve this goal:

1 Structured Development

We're embedding formal skills frameworks to support progression in every role, helping colleagues understand the capabilities needed to reach the next stage of their career, and supporting them with their personal development.

2 Benchmarking Pay Rates

We are strengthening our approach to pay by carrying out regular, detailed benchmarking across all roles. This ensures our salaries remain competitive within the wider industry and that colleagues are paid appropriately for the skills and responsibilities their roles require.

3 Recruitment and Promotion Practices

We will review our recruitment and promotion processes to ensure we are using gender-neutral language in job descriptions, involving diverse interview panels where possible, and ensuring fair, accessible opportunities for progression.

4 Cultivating an Inclusive Culture

We're strengthening our inclusive culture through training and education on equality and diversity for our business leaders - promoting awareness, understanding and a workplace where everyone feels valued and respected.