

Silverstone Circuits Ltd continues to face recruitment challenges within the event and hospitality industry UK labour market however headcount has continued to grow. Growth has been achieved by the introduction of more family friendly benefits alongside broadening our wellbeing and sustainability initiatives as part of our employment package.

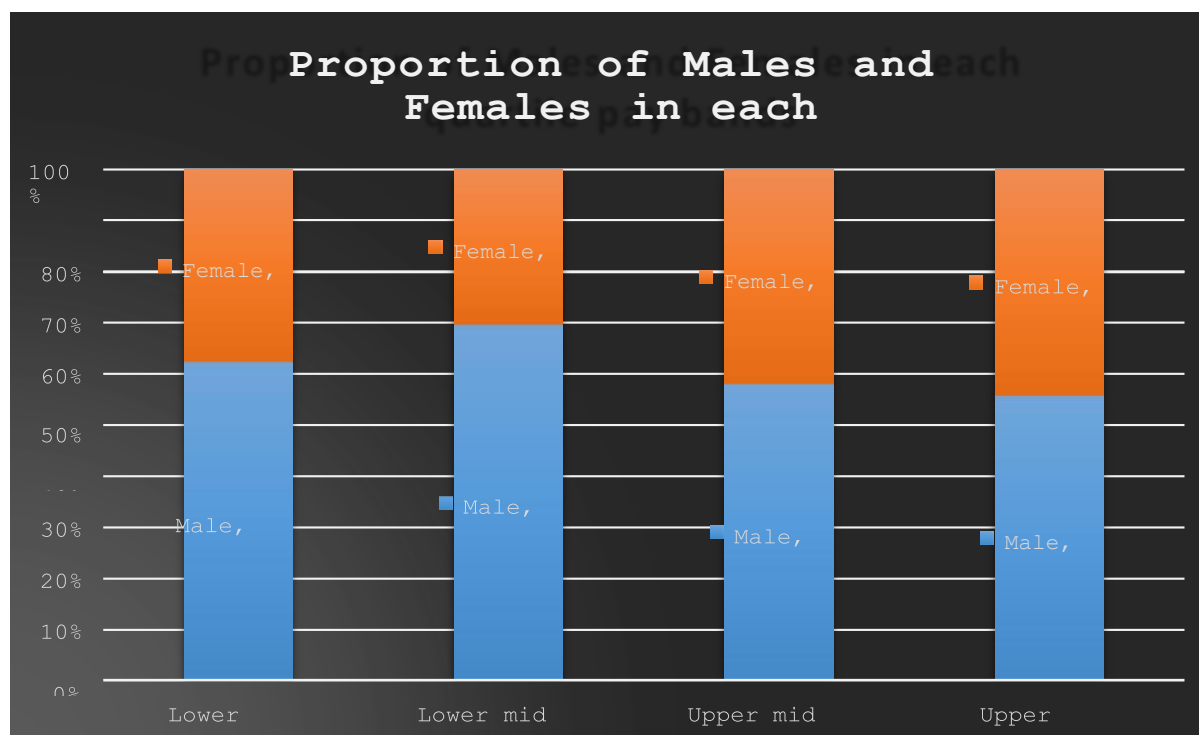
Key objectives for Silverstone are wellbeing, scaling for a 365-day operating business model and recruiting employees with a sustainable mind-set.

The gender pay gap is the difference between the average earnings of men and women, expressed as a percentage relative to men's earnings.

This is different to equal pay. Equal pay refers to men and women receiving equal pay for equal work, a concept Silverstone is committed to.

The reported national UK gender pay gap for full time employees was 8.33%¹ in 2022, among all employees the pay gap was 14.9%.

Pay Quartiles – Proportion of Male and Female Employees at Silverstone Circuits Ltd



Silverstone continues to outperform the national UK gender pay gap. Our pay quartiles show that the upper mid and upper quartiles remain broadly distributed between the two sexes. For the lower quartile there has been an increase in the female percentage due to the result of appointments to technical roles (historically performed by men) and the increase of administrative, office-based roles historically performed by women.

As a company we are committed to the continuous improvement of support for women in the workplace through flexible working practices and have retained a hybrid working model.

The Directors and management team are committed to all employees receiving fair treatment and continuing to attract a balanced workforce.

I confirm that the information reported above is accurate.



Darren Beddard
Finance Director

¹ Office for National Statistics, release date 26.10.22

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022>