



Silverstone continues to pride itself on its ability to attract and retain dedicated and hardworking individuals.

The shift from a Motorsport business to that of a broader Leisure destination proposition has continued however the impact of COVID-19 in 2019 resulted in a reduction of a third of the permanent workforce. The company utilised the furlough scheme to protect the remaining employees and remobilised areas of the business that could operate within COVID restrictions.

The company has begun to start recruiting and rebuilding the team in the last half of 2021 as it recovers from the financial impact of COVID-19.

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 that Silverstone is committed to.

There remains a larger proportion of females employed as members of the senior and middle management across all areas of the operating departments and support functions (Finance, IT, HR).

Pay Quartiles – Proportion of Male and Female Employees

Proportion of staff in each quartile							
Lower quartile		Lower mid quartile		Upper mid quartile		Upper quartile	
Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
71.4%	28.6%	71.4%	28.6%	47.6%	52.4%	60.0%	40.0%

Our pay quartiles show that the upper mid and upper quartile remain broadly distributed between the two sexes. For the two lower quartiles this disparity between the sexes is a result of two factors. Particular roles having a more technical and track focus, roles that have been historically performed by men and the reduction of administrative, office based roles historically performed by women.

Silverstone continues to significantly outperform the national UK gender pay gap of 15.5% in 2020 however as a company we are committed to continuous improvement of support for women in the workplace through flexible working practices, parental leave support, training and professional development. The management team is committed to ensuring all employees receive the same fair treatment in the workplace and will continue to attract a balanced workforce.

I confirm that the information reported above is accurate.

Darren Beddard
Finance Director