ANNUAL GENDER PAY GAP REPORT 2024

At Silverstone Circuits Limited, growth and innovation remain at the heart of what we do. With the launch of Escapade in 2024 and our new Karting track in 2025, we are constantly looking ahead. However, our greatest priority remains our people and continuing to make Silverstone a great place to work.

We're committed to a fostering an inclusive, equal, and diverse workplace that drives innovation and business growth. Our approach prioritises diversity of thought, ensuring that different perspectives contribute to creative solutions and long-term success.
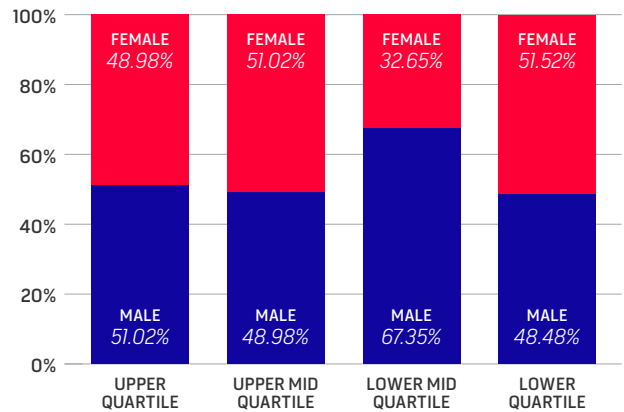
With the implementation of our new Applicant Tracking System (ATS), we are actively monitoring diversity statistics to ensure our hiring processes remain accessible and free from unintentional barriers for applicants from diverse backgrounds. This is not a tick-box exercise but a meaningful step forward in embedding inclusivity into our culture.

Our focus is on performance for all, creating an environment where every individual has the opportunity to thrive and contribute to our collective success.

Our analysis of hourly rate differences between male and female team members reveals a 3.7% higher average hourly pay for men. This is significantly lower than the national mean gender pay gap of 6.9% in 2024, placing us nearly 50% below the national average. Notably, our mean gender pay gap has decreased from 7.4% in 2023, reflecting a 50% reduction in just one year.

Meanwhile, our median pay data shows that female team members earn 6.7% more per hour than their male counterparts. This indicates that while disparities may exist at the higher end of earnings, women are earning slightly more at the midpoint of our pay distribution.

Proportion of males and females in each quartile pay bands

FEMALE 48.98%	FEMALE 51.02%	FEMALE 32.65%	FEMALE 51.52%
MALE 51.02%	MALE 48.98%	MALE 67.35%	MALE 48.48%
UPPER QUARTILE	UPPER MID QUARTILE	LOWER MID QUARTILE	LOWER QUARTILE

Mean gender pay gap in hourly pay	Median gender pay gap in hourly pay	Mean bonus gender pay gap	Median bonus gender pay gap	Proportion of males receiving a bonus	Proportion of females receiving a bonus
3.70%	-6.70%	43.10%	2.40%	49.10%	51.80%

I confirm that the information reported above is accurate.

Darren Beddard, Finance Director