

## Blade Motor Group 2017 Gender Pay Gap Report

### Context

From April 2017, all organisations that employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the differences in average earnings of men and women over a standard time period, regardless of their role or seniority.

Blade Motor Group operates within the motor industry retail sector. The Gender Pay Gap report is based on data as at April 2017, and at this date Blade Motor Group employed 276 staff with 199 (72.1%) being male and 75 (27.2%) being female.

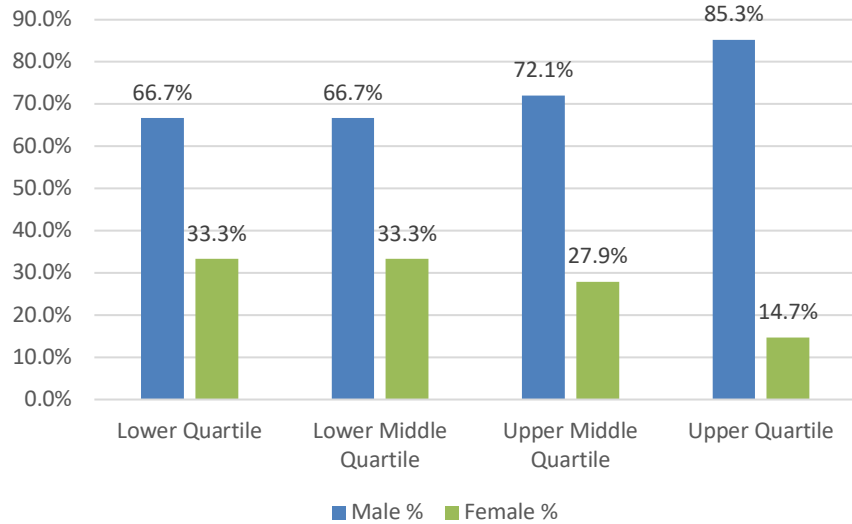
### Gender Pay Reporting

Our Gender Pay Statistics are as follows:

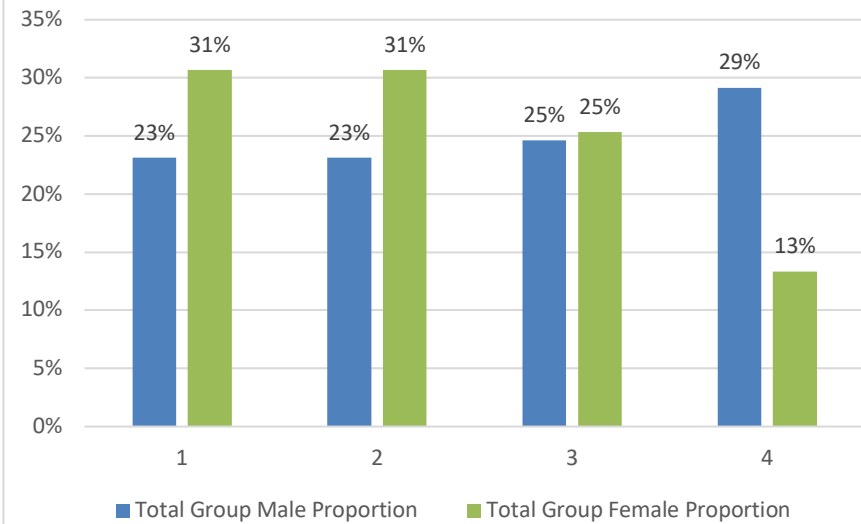
Mean Gender Pay Gap	7.3%
Median Gender Pay Gap	9.3%
Mean Bonus Pay Gap	67.7%
Median Bonus Pay Gap	69.2%
Proportion of Males receiving a bonus	69.3%
Proportion of females receiving a bonus	33.3%

The proportion of males / females in each quartile pay band is as follows:

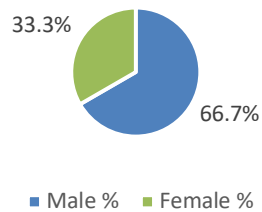
### Quartile % Calculations (Per QT)



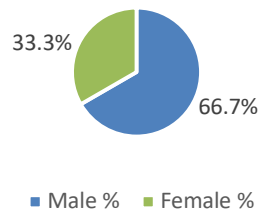
### Total Group Quartile % Calculations



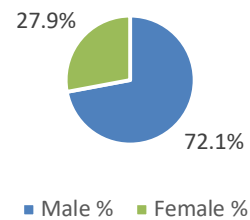
#### Lower Quartile



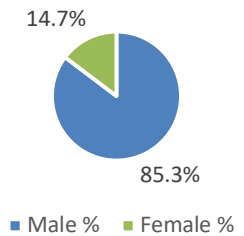
#### Lower Middle Quartile



#### Upper Middle Quartile



#### Upper Quartile



### **Key Findings**

The motor industry attracts more males than females, particularly within the workshop and body repair departments. The majority of roles held by females are administrative and clerical.

The mean bonus pay gap of 67.7% can be attributed to the fact that the roles which receive bonus payments are in the main within the sales, workshop and Bodyshop departments where the majority of the workforce are male, this would also be true for the proportion of males receiving a bonus compared to females.

### **Statement**

I confirm that Blade Motor Group are committed to the principle of gender pay equality and has prepared its 2017 gender pay gap results in line with mandatory requirements.

Jerry Martin

Managing Director

March 2018