



Gender Pay Gap Report 2023



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At LSH Auto UK, we understand the importance of a diverse workforce and are taking steps to embrace inclusion within our company culture. Our colleagues are central to our success, and we are committed to ensuring that every member of our team, regardless of gender, has the opportunity to succeed.

The automotive industry has typically been skewed towards male participation, but we're working to change that by encouraging more women to consider careers in our sector. We're not just following trends; we're actively promoting a more balanced gender representation because we believe it leads to better outcomes for our business and our community.



In 2023, LSH Auto is focused on practical measures to welcome more women into our business at all levels. We are working towards our target of having 30% female representation by 2025, with a view to achieving an equal gender balance by 2030.

This year, we committed to supporting Women of The Year, leading to a greater awareness of our business to the female workforce. Along with the addition of further female representation on our board in 2023, taking this to 33%, we're pleased with the progress but acknowledge there is more to do.

Our commitment to gender balance is about gradual progress and genuine change. By valuing and fostering diversity, we are building a stronger, more adaptable, and more resilient company for the future.



Vaughan Blackman
Managing Director



Tracy Ellam
Operations Director



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The gender pay gap is the difference in average earnings between all men and women in an organisation, regardless of their roles.

It is based on a series of calculations set out by the government and is significantly influenced by the difference in the number of men and women at various levels.

Equal pay is different

Equal pay is different from the gender pay gap. Equal pay deals with the pay men and women receive for doing the same or similar roles, or work of equal value. The way the government has asked companies to report means that even when pay is equal, there may still be a gender pay gap

Calculating the bonus gap.

Under the regulations the way we are asked to calculate the bonus gap uses actual bonus paid across all men and all women. It does not take into account where bonus is pro-rated for part-time hours. We are required to provide both median and mean figures.

How is the gender pay gap calculated?

The government asks us to do this in certain ways.

1. If we were to rank our male and female colleagues separately, from the lowest to the highest paid, the middle paid colleague is the median. The median pay gap is the difference between the male median and female median. The difference is expressed as a percentage and a positive figure indicates there is a pay gap with men earning more than women.
2. The mean gender pay gap shows the difference between the mean or average hourly pay for all men compared with all women across an organisation. Like the median, it is expressed as a percentage

Gender Identity

We recognise that although the gender pay gap regulations ask us to identify our colleagues as men and women, we know that some of our colleagues may not identify with either gender. We continue to actively support our colleagues and customers of all gender identities, working closely with our Proud LGBTQ+ network.



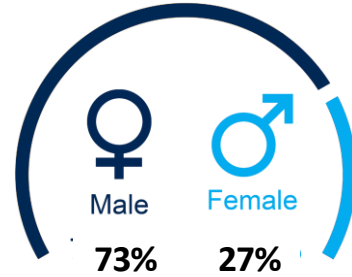
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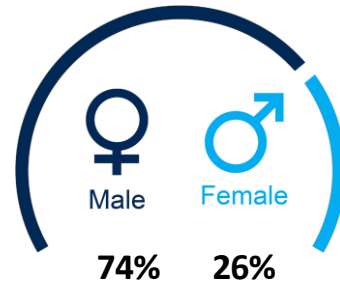
Our Results – LSH Auto UK Ltd

Colleague demographic:

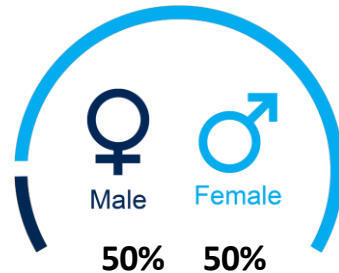
Workforce Male vs Female



Full Time Male vs Female



Part Time Male vs Female

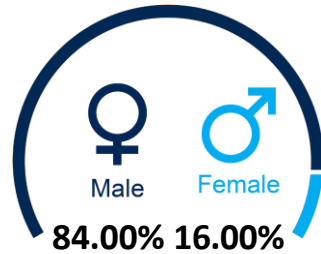


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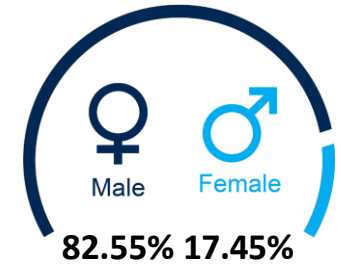
Our Results – LSH Auto UK Ltd

The percentage of men and women in each hourly pay quartiles:

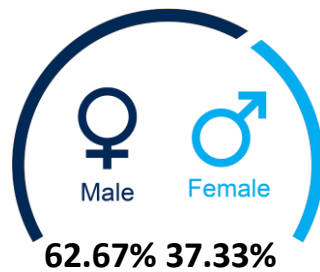
Upper Quartile



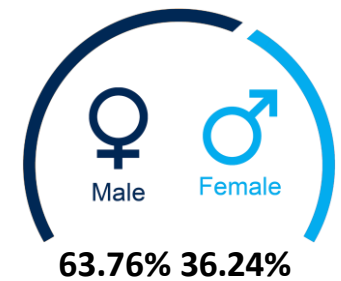
Middle Upper Quartile



Middle Lower Quartile



Lower Quartile



Our Results – LSH Auto UK Ltd

The mean (average) gender pay gap using hourly pay:

2023

23.95% male
to female
Mean Gender
Pay Gap 2023

2018

39.22% male
to female
Mean Gender
Pay Gap 2018

The median gender pay gap using hourly pay:

2023

26.49% male
to female
Median
Gender Pay
Gap 2023

2018

36.43% male
to female
Median
Gender Pay
Gap 2018

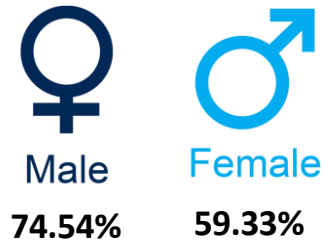
We have reduced our mean and median gender pay gap consistently over the last 5 years.



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Our Results – LSH Auto UK Ltd

The percentage of men and women receiving bonus pay:



The mean (average) gender pay gap using bonus pay:

The median gender pay gap using bonus pay:

We have worked hard to reduce the gaps over the past five years.

2023

2018

37.54% male to female
Mean Gender bonus Pay
Gap 2023

57.52% male to female
Mean Gender bonus Pay
Gap 2018

47.24% male to female
median Gender bonus
Pay Gap 2023

61.09% male to female
median Gender bonus
Pay Gap 2018



Addressing The Gap



LSH Auto continues to be a company heavily built on its core values, creating a nurturing, welcoming and supportive working environment for all its employees, regardless of their gender.

2023 has seen us continue to make developments to become more inclusive with a continued focus on diversity and inclusion, with a strong emphasis on continuing to grow females within our workforce.

It is key that the positive steps taken are continued in the years ahead, as we know having a diverse workforce will enable us to reach our target and support the long-term success of our company.

It is important that women know the opportunities that are available to them within the automotive industry. We hope to continue to attract more women into these positions, whilst allowing our employees to reach their full potential. We will continue to grow, by attracting and retaining the very best talent, giving us a more successful and progressive future for our business and the industry itself.



Haroon Shaikh
Market Area Human Resources Manager

Rachel McDermott
Market Area Human Resources Manager



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