



# Gender Pay Gap Report 2022



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At LSH Auto UK, our colleagues are our most treasured assets and we're committed to creating a workplace that enables our colleagues to maximise their potential regardless of gender. The automotive industry has traditionally seen a higher percentage of male colleagues but that's constantly evolving and we're always looking at new ways of attracting more females into our sector to improve our gender balance.

LSH Auto is on a journey to change the automotive retail landscape by promoting inclusivity, equality and diversity. This includes increasing the number of female colleagues within our business at all levels.

Our ambition is to improve our gender balance by increasing the number of female colleagues in our business each year, growing to 30% by the end of 2025 and our ultimate aim is to achieve a 50/50 male/female gender balance by 2030.

A handwritten signature in black ink that reads "Vaughan Blackman". The script is fluid and cursive.

Vaughan Blackman  
Managing 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.



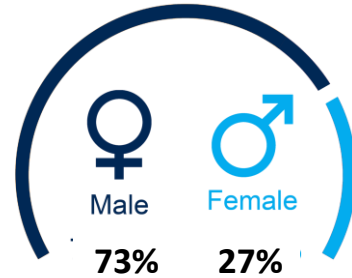
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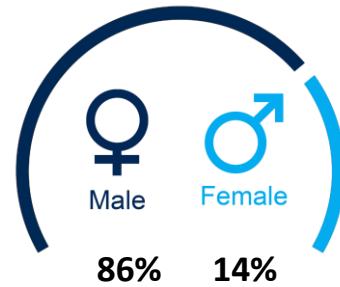
# Our Results – LSH Auto UK Ltd

Colleague demographic:

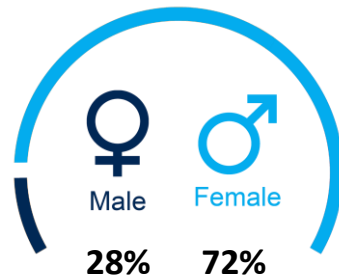
**Workforce Male vs Female**



**Full Time Male vs Female**



**Part Time Male vs Female**

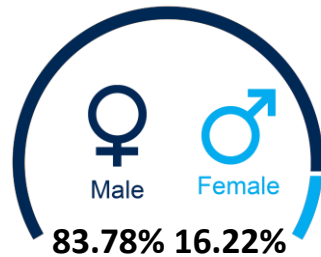


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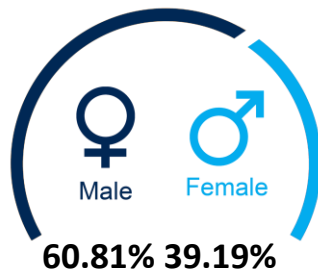
# Our Results – LSH Auto UK Ltd

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

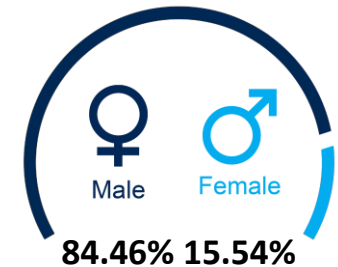
Upper Quartile



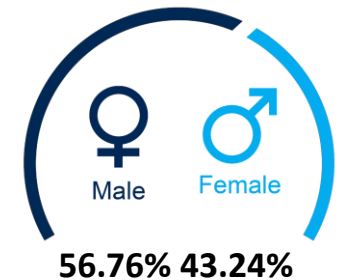
Middle Lower Quartile



Middle Upper Quartile



Lower Quartile



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# Our Results – LSH Auto UK Ltd

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

2022

36.90% male  
to female  
Mean Gender  
Pay Gap 2022

2018

39.22% male  
to female  
Mean Gender  
Pay Gap 2018

The median gender pay gap using hourly pay:

2022

28.68% male  
to female  
Median  
Gender Pay  
Gap 2022

2018

36.43% male  
to female  
Median  
Gender Pay  
Gap 2018

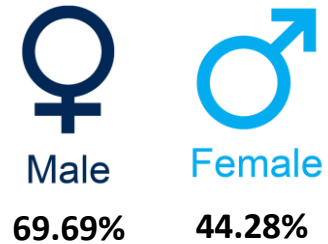
We have reduced our mean and median gender pay gap consistently over the last 4 years.



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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 four years.

2022

2018

37.61% male to female  
Mean Gender bonus Pay  
Gap 2022

57.52% male to female  
Mean Gender bonus Pay  
Gap 2018

36.71% male to female  
median Gender bonus  
Pay Gap 2022

61.09% male to female  
median Gender bonus  
Pay Gap 2018



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# Addressing the gap



We're continuing to work hard on improving our gender balance and we've developed lots of initiatives that are helping develop our inclusivity as an employer.

We're always striving to promote equal opportunities and we're really proud of the improvements we're making with diversity and inclusion, particularly around bringing more females into our business and our sector.

We attract and recruit talent using many methods and we're actively working with many schools, colleges and further education settings to promote awareness of our sector to young people and with our focus on employing more apprentices, we hope to continue attracting more young females into our business.

We're also proud to have appointed a female director at senior level onto our Board and we will continue on our gender equality journey until we've achieved a completely balanced workforce in years to come.

A handwritten signature in black ink, appearing to read 'Ian Williams'.

Ian Williams Chartered F.C.I.P.D.  
Head of Human Resources



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