

# UK GENDER PAY REPORT 2017

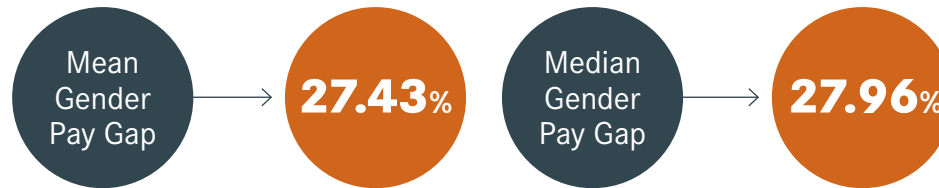
Mercedes-Benz



At Mercedes-Benz Retail Group UK Ltd we are committed to our colleagues and the essential contribution their knowledge, skills and experience bring to our business. A culture of recognising and developing the talent of our people is vital to our future growth and success. We proactively promote this among our colleagues, and encourage an environment where people can share their different perspectives to help us discover new ideas and creative solutions that exceed our customers' expectations. This approach reflects the diversity of our customers and colleagues and sits at the heart of what we do.



## PAY DIFFERENCE BETWEEN WOMEN AND MEN



Gender Pay Gap figures show a snapshot of average hourly pay levels, by gender, for all colleagues during a standard time period, irrespective of position held and/or grade.

The graphic above shows the average differences between

the earnings of males in comparison to females, expressed as a percentage.

This figure is distinct from Equal Pay, which considers the pay for men and women undertaking the same work, or comparable roles. We are confident that we pay

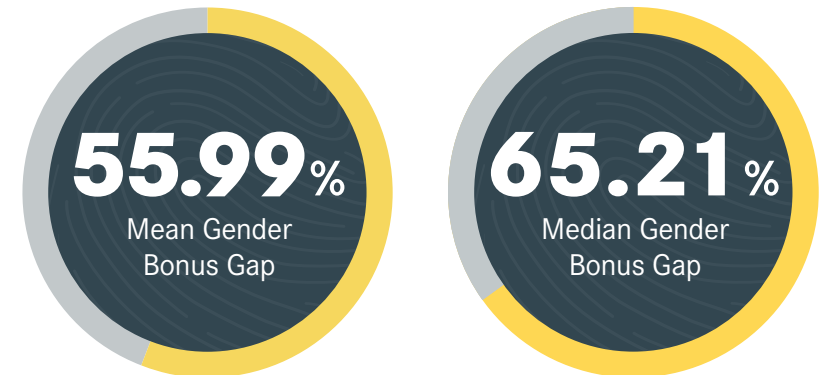
equitably for all colleagues who carry out the same or comparable roles within our business.

As a business, we have a number of mechanisms in place to drive consistency in our approach to pay for all colleagues, to ensure that it is fair.

## BONUS DIFFERENCE BETWEEN WOMEN AND MEN

Our annual bonus and incentive rewards are based on a structured set of criteria to promote consistency. Our bonus opportunities are the same for all colleagues and, regardless of gender, all colleagues have equal access to benefits relevant to their role.

The figure on the right shows our Bonus Pay Gap averages. The difference in mean and median bonus pay is calculated using the total bonuses paid over the



preceding 12-month period and is not adjusted for pro-rated bonuses paid to our part-time colleagues. Part-time colleagues make up 8%

of our overall team (84% of this being our female colleagues).

## PROPORTION OF COLLEAGUES RECEIVING A BONUS

As a business, we have a number of bonus and commission opportunities available to our colleagues. These opportunities are available regardless of gender.

The figure below shows the percentage of male relevant colleagues and the percentage of female relevant colleagues who received a bonus over the preceding 12 months.



## PAY QUANTILES ACROSS MERCEDES-BENZ RETAIL GROUP UK LTD

The pay quartiles below show four equal hourly paid quartiles and the percentage gender distribution across each. The chart below represents a snapshot of our pay quartiles.

Gap Quartile	Female	Male
Upper	16%	84%
Upper Middle	12%	88%
Lower Middle	37%	63%
Lower	45%	55%
Total	27%	73%

# OUR CULTURE

At Mercedes-Benz Retail Group UK Ltd we're proud to promote a working environment that encourages our colleagues to realise their full potential. We firmly believe in appointing the best people for the best roles and have a number of programmes and training opportunities in place to support our colleagues in their development.

We continue to invest in our future talent and are incredibly proud of our Apprenticeship programme and Sales Academy, both of which enable us to discover and develop our stars of tomorrow.

As part of our continued commitment to recruiting and developing the best people, we are pleased to have recently appointed two female Aftersales Managers.

Over recent years we have seen encouraging progress in the social and economic history of the automotive industry. As a business, we have also seen significant progress in our gender balance as we continue to attract new talent to our industry.

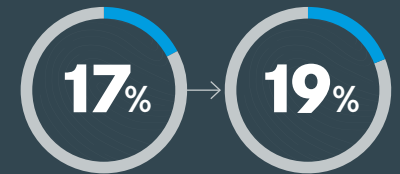
At Mercedes-Benz Retail Group UK Ltd we continue to drive diversity within our business and will continue to ensure all colleagues are offered equal opportunities and are fairly rewarded for the valued contribution they make.

I confirm the gender pay gap results contained in this report are accurate.

Vittorio Braguglia  
 Director, Own Retail Europe & CEO,  
 Mercedes-Benz Retail Group UK Ltd



In each of the past two years, **10%** of our apprentices were female



Similarly in 2015, **17%** of our Sales Academy trainees were female; in 2016 this increased to **19%**

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