

**Retail
Renault Group**

Gender Pay Gap Report 2023





our diversity statement

Renault Retail Group fully recognises and supports the growth and development of a diverse workforce as being paramount to the success of our business. We are committed to fostering a climate within our business that promotes diversity at every opportunity and encourages a trusting environment based on mutual respect and equal opportunities.

We recognise that today a pay gap exists and that this will remain until we are able to achieve a more balanced workforce profile of both male and female employees. 2022 saw the group take some significant strategic decisions to ensure longer-term stability and as a result we resized our business to ensure focus on areas of profit, quality, innovation and growth. As part of this our headcount did reduce and this has resulted in a smaller proportion of female representation within our workforce when considered against previous years. We remain however committed to creating a more gender diverse workforce across all job categories and we are confident that our actions that we have planned over the next few years will help us achieve this and by doing so close the gap. Our continued commitment will help us achieve our vision of a balanced workforce with opportunities that are attractive to both male and female employees.

To assist us in our mission to improve on our gender equality we are proud to be members of the 30% Club which is an organisation whose purpose is achieving a better gender balance within the automotive industry.

Rachel Yates
Human Resources Director

A handwritten signature in black ink, appearing to read 'R Yates', written over a white background.

committed to
promoting women
to key positions



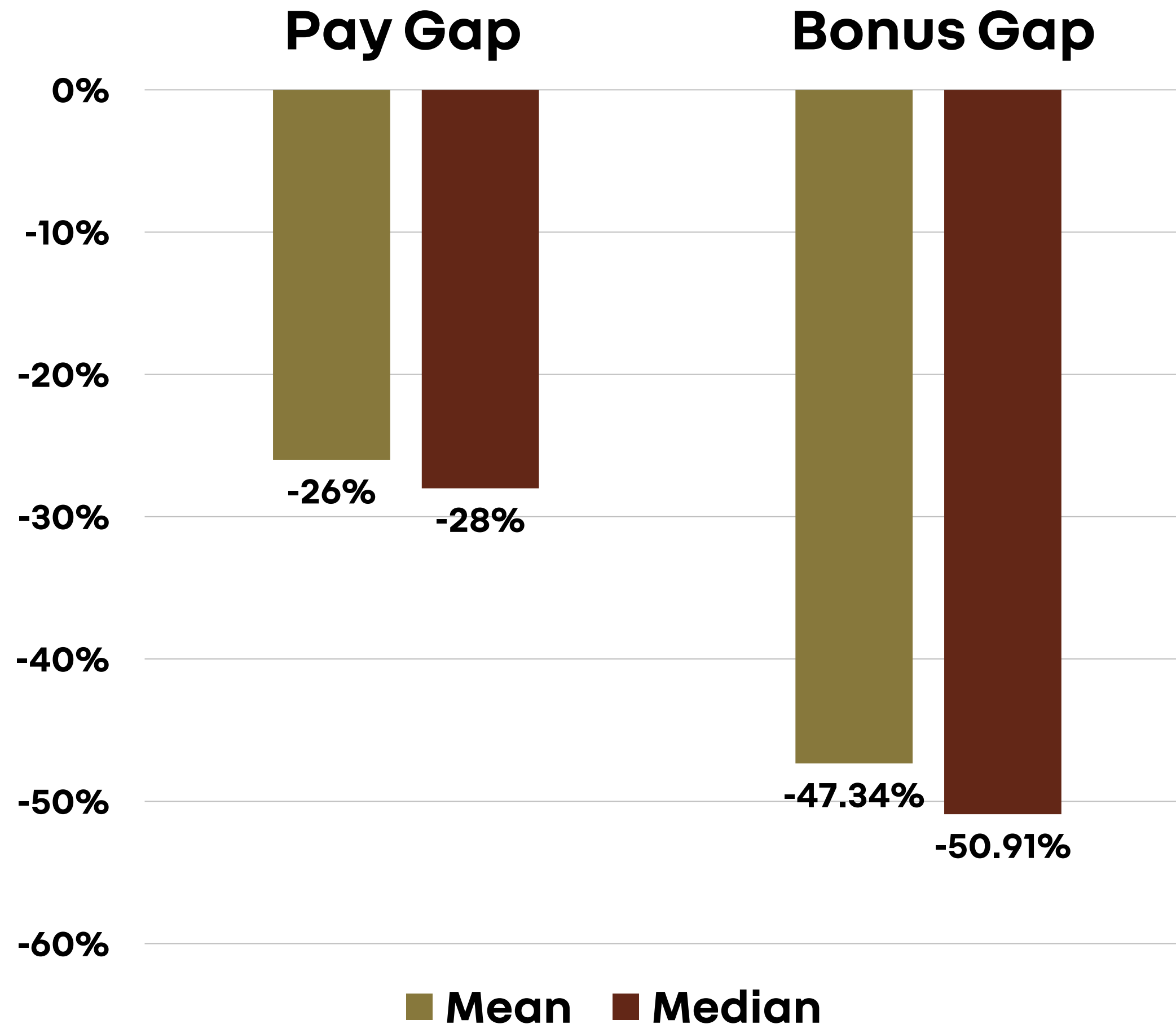
gender pay gap

This data illustrates the overall mean and median gender pay gap based on hourly rates of pay at the snapshot date of 5th April 2023.

It also shows the mean and median differences between bonuses paid to our men and woman colleagues the year ending 5th April 2023.

The gender pay gap is a difference in the average pay and bonus of all men and woman across Renault Retail Group UK, although we are confident, we have equal pay for work of an equal value, we do currently have a gender pay gap when we compare the overall average pay and bonuses for woman and men. We acknowledge a slight increase in the pay gap between male and female employees and confirm that this is driven from the significant inflation of salaries across our business within roles predominantly populated by males.

We can confirm we pay males and females in comparable roles the same pay and benefits. We are delighted however to see the work we have been doing to offer motivating and rewarding bonus schemes to our colleagues has reduced the bonus gap in this year's data. We are committed to encouraging a diverse workforce across all divisions of our business.



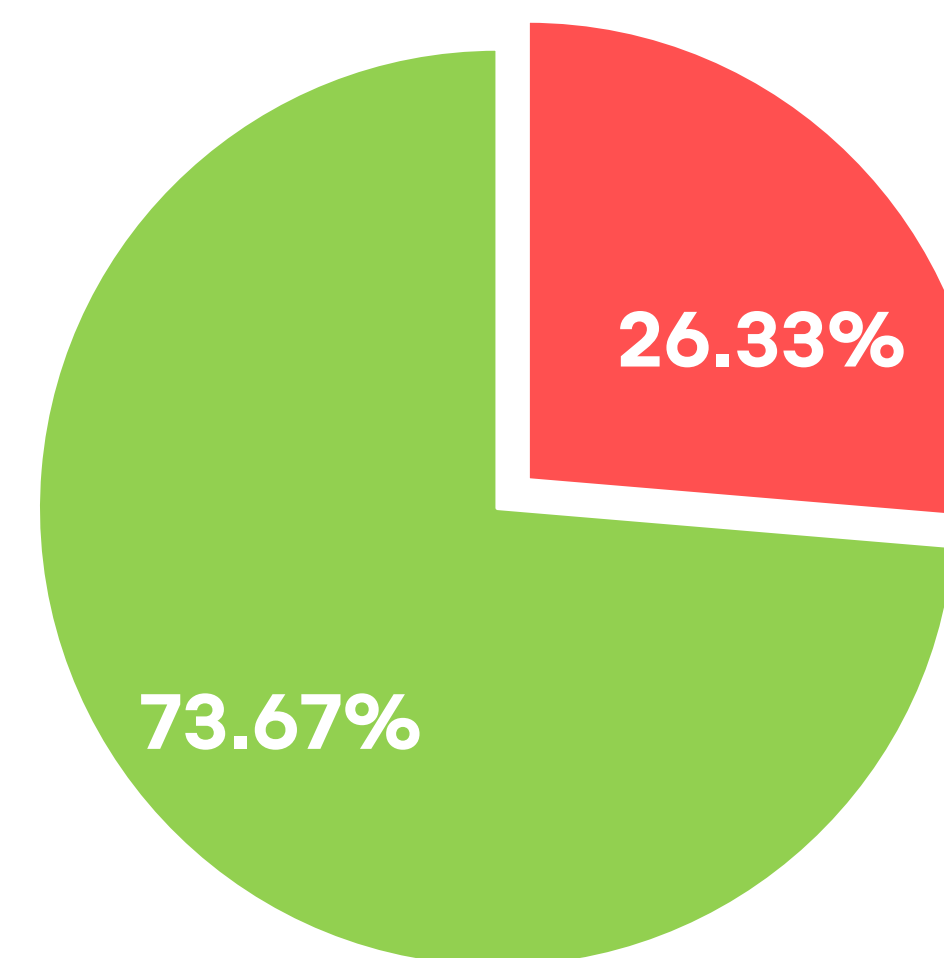
proportion of employees receiving a bonus

As with our demographics, our workforce is still heavily populated by males at 83%, furthermore a large percentage of these employees all have a variable aspect to their salary, and this is reflected in our data.

We have continued to take positive actions this year in streamlining our total compensation packages with improved basic pay for multiple roles and reduction of various bonus schemes. This is reflected in the illustrations for male and female colleagues.

We are confident in our commitment to create a more gender diverse workforce which will subsequently show more balanced results in all categories.

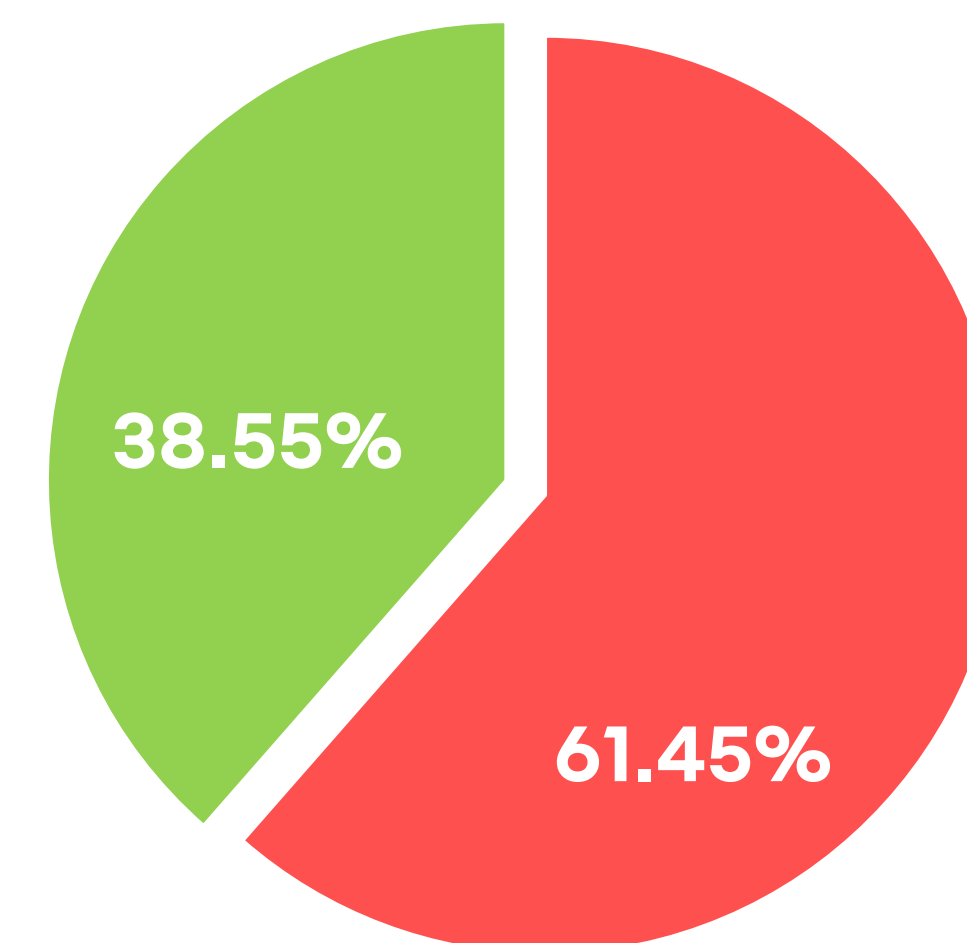
MALE



■ % did not receive bonus
■ % received a bonus

73.7%
received bonus pay

FEMALE



■ % did not receive bonus
■ % received a bonus

38.6%
received bonus pay



gender balance

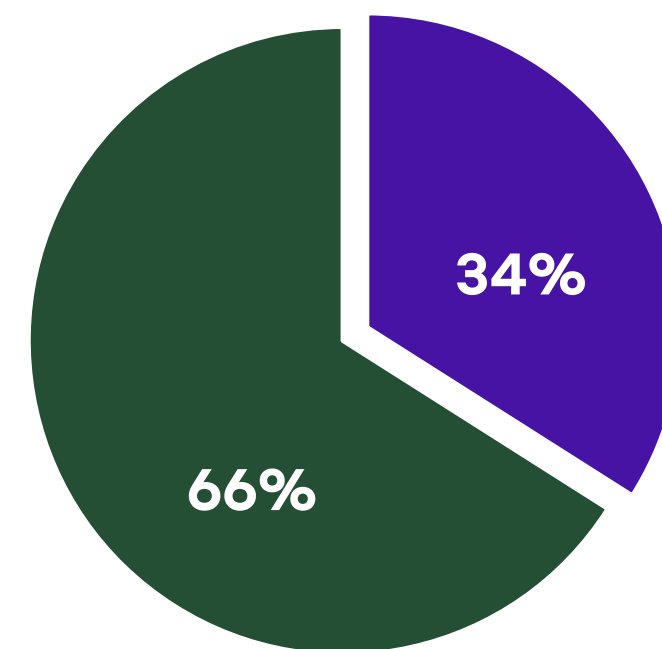
our goal is to count 30% women
trainees and apprentices **by 2025.**

pay quartiles

The below pay quartiles show our percentage of men and women employees, in four equal sized groups based on hourly pay.

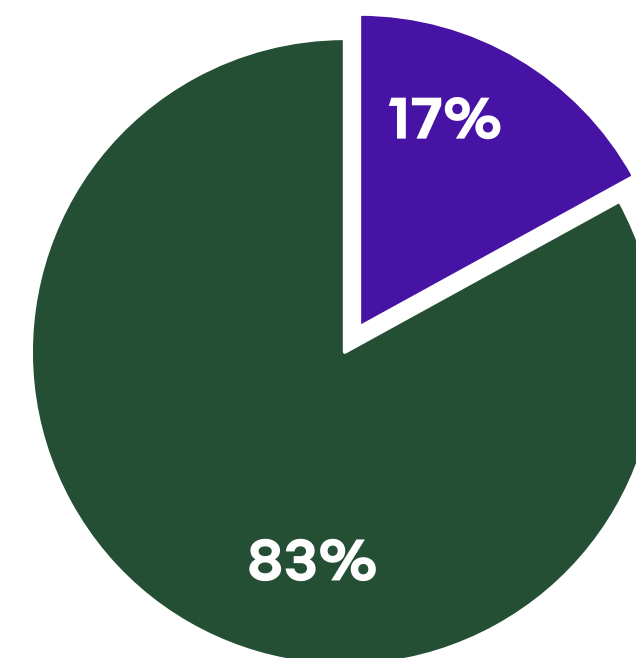
We acknowledge we have more work to do on closing the gap in each quartile, and can confirm we pay equal pay for all comparable roles. This year we have launched a selection of more family friendly, work life balance policies and practices including condensed working, enhanced maternity and adoption entitlements and additional holiday entitlement. We hope this will encourage a more gender balanced workforce, and attract more female applicants to consider joining us. We continue to positively enforce equality throughout Renault Retail Group.

lower quartile
(lowest paid)



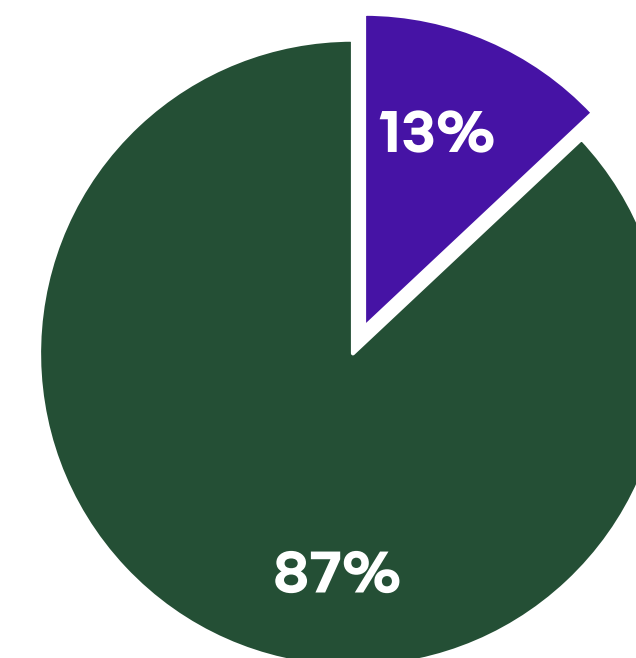
■ female ■ male

lower middle quartile



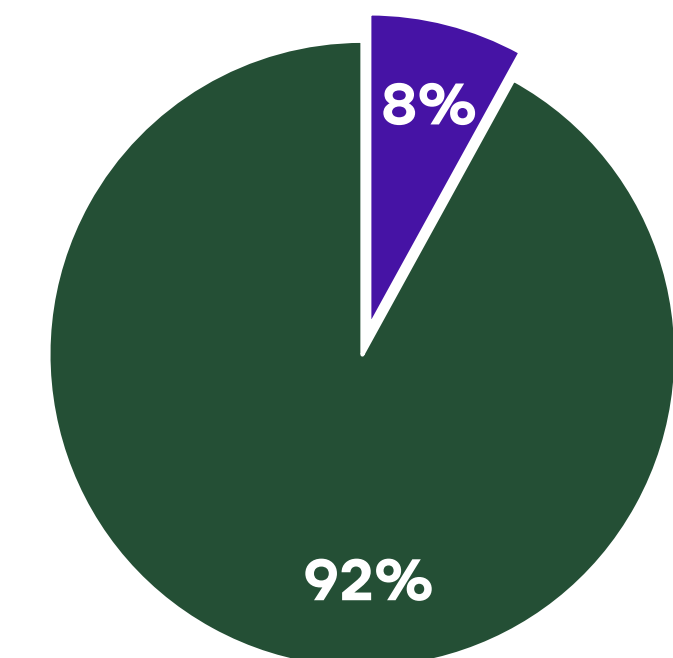
■ female ■ male

upper middle quartile



■ female ■ male

upper quartile
(highest paid)



■ female ■ male



understanding our data

The gender pay gap is a difference in the average pay and bonus of all men and woman across Renault Retail Group UK, although we are confident, we have equal pay for work of an equal value, we do have a gender pay gap when we compare the overall average pay and bonuses for woman and men.

This pay gap is because of the unequal distribution of men and woman across Renault Retail Group UK and our industry in general, not because of our pay policies and practices.

Our policies and practices are designed to control potential pay imbalances and ensure equal pay for equivalent jobs regardless of gender.

our achievements

- We introduced our **Enhanced Maternity Leave** policy, giving new mothers up to 6 months off on full pay.
- We have raised awareness of the impact of menopause in the workplace by introducing a **Menopause Policy**.
- A **'Female-First' Strategy** on our social media channels, following the Rac(H)er Programme – an equal opportunities programme focusing on females in both racing and engineering.
- We launched **new initiatives** for a greater work-life balance to all employees. These included sabbatical leave, hybrid/remote working, buy and sell holidays, and a condensed working week.
- Launch of **Customer Service Apprenticeship** to encourage more females into the automotive industry
- Positive ambassadors for the **Automotive 30% Club**





OUR aims

In a traditionally male-dominated industry, we recognise the gender imbalance. We want to change this.

- We will launch **educational material on the Menopause** to raise awareness and how we can support each other.
- We will promote **female career stories** from within Retail Renault Group across our social media channels and careers website.
- We will continue with positive actions that **create a welcoming and supportive environment for women** considering a career with Retail Renault Group.
- We will work in a targeted way to **increase female representation** across the group, particularly in male dominated departments.
- We will strive to **create an environment** where female employees feel valued, empowered, and inspired to reach their full potential.
- We will continue to work with **Automotive 30% Club**, in their mission of achieving a better gender balance in the automotive industry by 2030.
- We are 100% **committed to increasing female representation** in operational roles across all of our UK dealerships



gender balance

our goal is to count 30% women
in leadership positions **by 2025.**

Automotive 30% Club

The Automotive 30% Club is a voluntary group of MDs and CEOs from automotive manufacturing, retailing and supplier companies. The club was founded by Julia Muir, CEO of Gaia Innovation Ltd, with the purpose of achieving a better gender balance within the automotive industry, and with the aim of filling at least 30% of key leadership positions in the member organisations with women by 2030.



our commitment from our managing director

Renault Retail Group UK continues to work hard to address the gender pay gap caused mainly by an imbalance of our workforce demographics. We aim to encourage equal contributions from both woman and men in all areas of our business, at all levels and in all locations. We strive to ensure equal access to recognition, rewards and opportunities. We will continue to constantly review all of our processes and practices to foster equality throughout our business and ensure gender equality in all aspects of employment.

We support the UK government initiative in gender equality and the requirement for companies to publish their pay gaps and will continue to work to close ours.



Frédéric Maillard

Managing Director
Renault Retail Group UK

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RENAULT
RETAIL GROUP