

UK GENDER PAY REPORT 2019

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

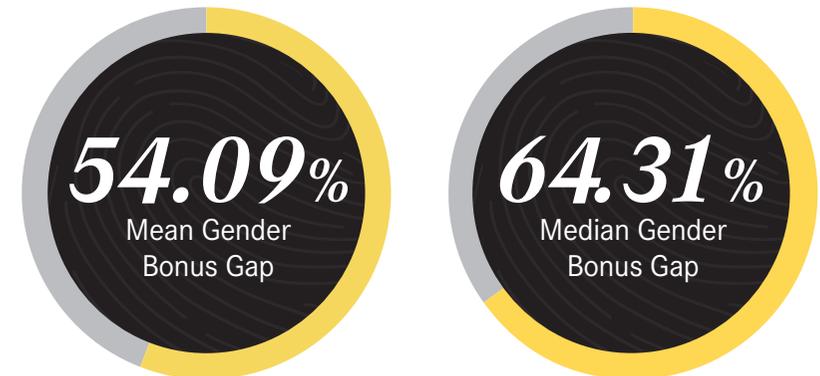
equitably for all colleagues who carry out the same or comparable roles within our business.

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 7%

of our overall team (82% 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	11%	89%
Upper Middle	14%	86%
Lower Middle	35%	65%
Lower	41%	59%
Total	25%	75%

OUR CULTURE

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

We also continue to invest in our future talent and are incredibly proud of our Parts and Technical apprenticeship programmes. In 2019 we recruited 40 Apprentices, 10% of whom were female

As the automotive industry continues to evolve, at Mercedes-Benz Retail Group we too continue to look at new ways to attract women into our industry - including recently joining the 30% Club, which works to increase gender diversity on boards and in senior management teams.

I am hugely proud to have recently been appointed to lead Mercedes-Benz Retail Group, under the Leadership of our European Head Katrin Adt. At Mercedes-Benz Retail Group UK, we're pleased to demonstrate our desire and commitment to gender balance and I look forward to supporting this wholeheartedly during my tenure

We also continue to drive diversity across our business and will continue to ensure all colleagues are offered equal opportunities and are fairly rewarded for the valued contribution they make.

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

Angela Shepherd
CEO,
Mercedes-Benz Retail Group UK Ltd



In 2019 10% of our apprentices were female



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