

Eden Motor Group

Gender Pay Gap Report 2020



At Eden, we believe passionately that colleagues should be treated and paid equally, regardless of their gender. I am pleased to share our Gender Pay Gap results, which show Eden's mean and median hourly and bonus pay gaps for the snapshot date of 5th April 2020.

I am determined that the Gender Pay Gap reporting will not negatively influence Eden's people agenda moving forward, for example by appointing people into roles based on their gender in order to influence statistics. Eden has always based recruitment and progression decisions on a colleague's skills, experience and, most importantly, how aligned they are with our core People Values. This will never change. We are committed to exploring ways to ensure that all Eden colleagues are able to reach their full potential, regardless of gender.

Graeme J Potts | Chief Executive Officer



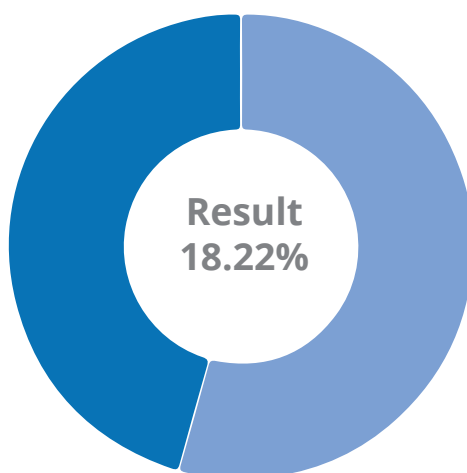
What is the Gender Pay Gap?

The percentage difference between the average pay of men and women across the whole organisation. In April 2017 it became law for companies employing 250 or more people to publish their Gender Pay Gap figures with 6 separate metrics.

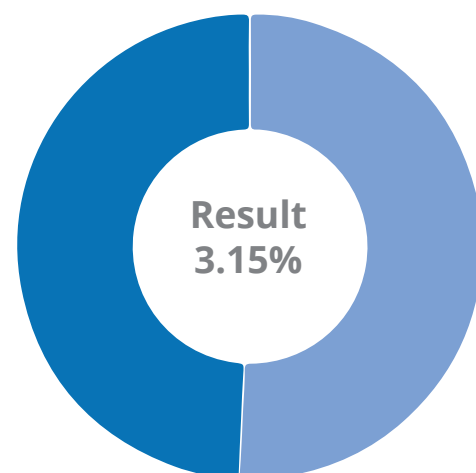
These are:

- The percentage difference in mean (average) hourly pay;
- The percentage difference in median (middle) hourly pay;
- The percentage difference in mean bonus pay;
- The percentage difference in median bonus pay;
- The proportion of males and females receiving a bonus payment;
- The proportion of males and females when divided into four equal groups ordered from lowest to highest pay.

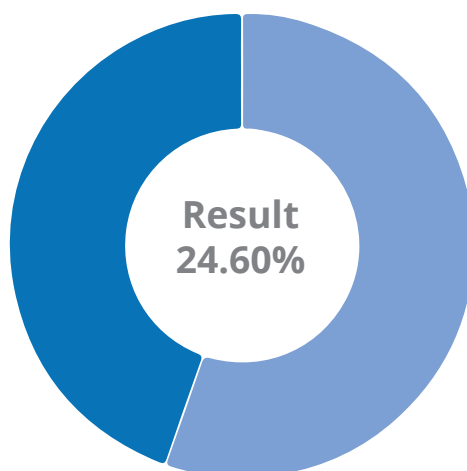
MEAN GENDER PAY GAP



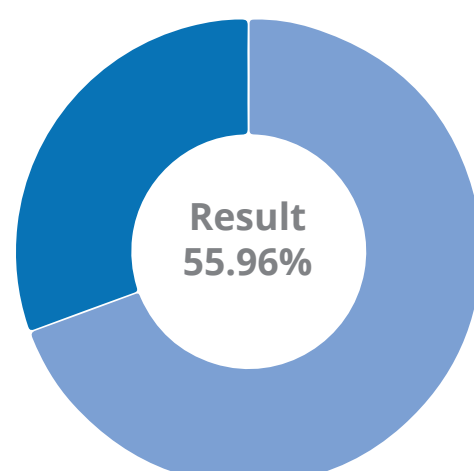
MEDIAN GENDER PAY GAP



MEAN BONUS GAP



MEDIAN BONUS GAP



Female



Male

BONUS PROPORTIONS

♂/♀ = 50 PEOPLE

TOTAL



222



604

BONUS



142



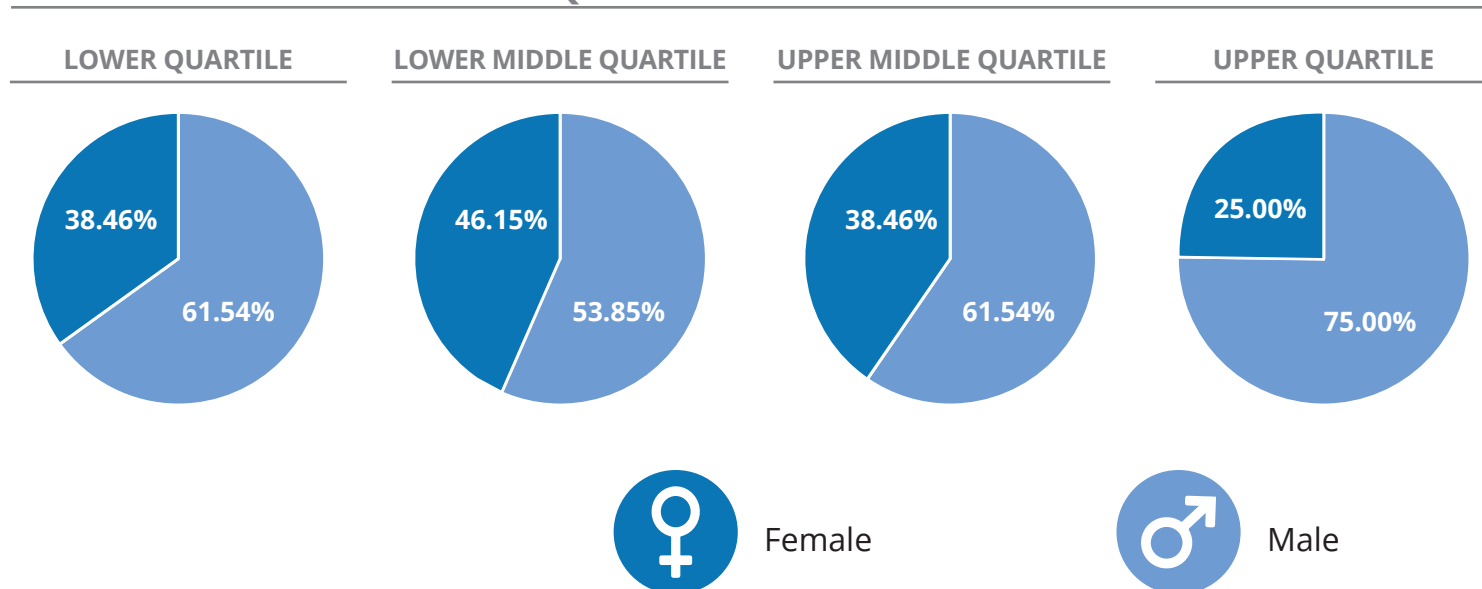
493

Result 81.76%

Result 63.96%



QUARTILE PAY BANDS



In the 12 years since Eden was first established, our colleague number has increased five-fold. In 2008 only 18% of colleagues were female, whereas in April 2020 almost 27% were female. Whilst this is still a significant minority, more women are choosing a career in the automotive sector and we have more females in leadership roles than ever before; a trend we hope to see continuing in the coming years.

The snapshot date of 5th April 2020 was during a period when our business was closed as a result of the global COVID-19 pandemic. Therefore, the vast majority of our colleagues were on furlough leave, receiving 80% of their pay in line with the CJRS guidelines. This has resulted in a very low data count for our report, with only 51 colleagues working normal hours and receiving full pay. This will explain the stark variance in our results compared to previous years.

At first glance, our bonus gap results may seem significant, but they are indicative of the fact that the two main groups of colleagues with the ability to earn higher pay through bonus and commission schemes are sales colleagues and our leadership team. Both of these groups are male dominated, however every year has seen more females in these roles and we hope this in turn will lead to a lower gender bonus gap going forward.

We recognise that our colleague base doesn't reflect the demographic of our customers and addressing this is a priority. Our full-time Sales Executives have 5 day week contracts, never working on Sundays and having another day off each week. This is unusual in the motor retail sector where the norm is for sales departments to be open 7 days a week and operating a Sunday working rota. We are working on ways to attract more females into the profession and a key part of this will be to ensure they can see that it is possible to achieve a family and work balance in motor retail. We also have colleagues on flexible working contracts in a number of our roles, including leadership roles. Again, we hope this will help to attract and retain the very best talent.

