

# GENDER PAY GAP REPORT – 2023



We are passionate about ensuring fair and equal opportunities for all of our employees.

Our data shows that we have a higher percentage of male employees in higher paid and more senior roles in the business. The three key categories where this is evident is within our technicians, our car sales executives and our managers/directors. In total just over 8% of these three groups are female. We are confident that all employees working in equivalent roles are paid equally.

We have taken action in all areas to try and encourage a greater number of female applicants into our business by being more flexible with working hours and changing job roles. Where possible we encourage female members of staff to look at progression with the group through our Management Development Programme. We will continue to monitor gender diversity throughout our business and make steps to create a more gender balanced environment.

Our results under Gender Pay Gap Reporting are very similar to our previous year's report. We have a very settled team within the group and therefore changes will take time to filter through into senior management positions.

## Hourly Pay Gap

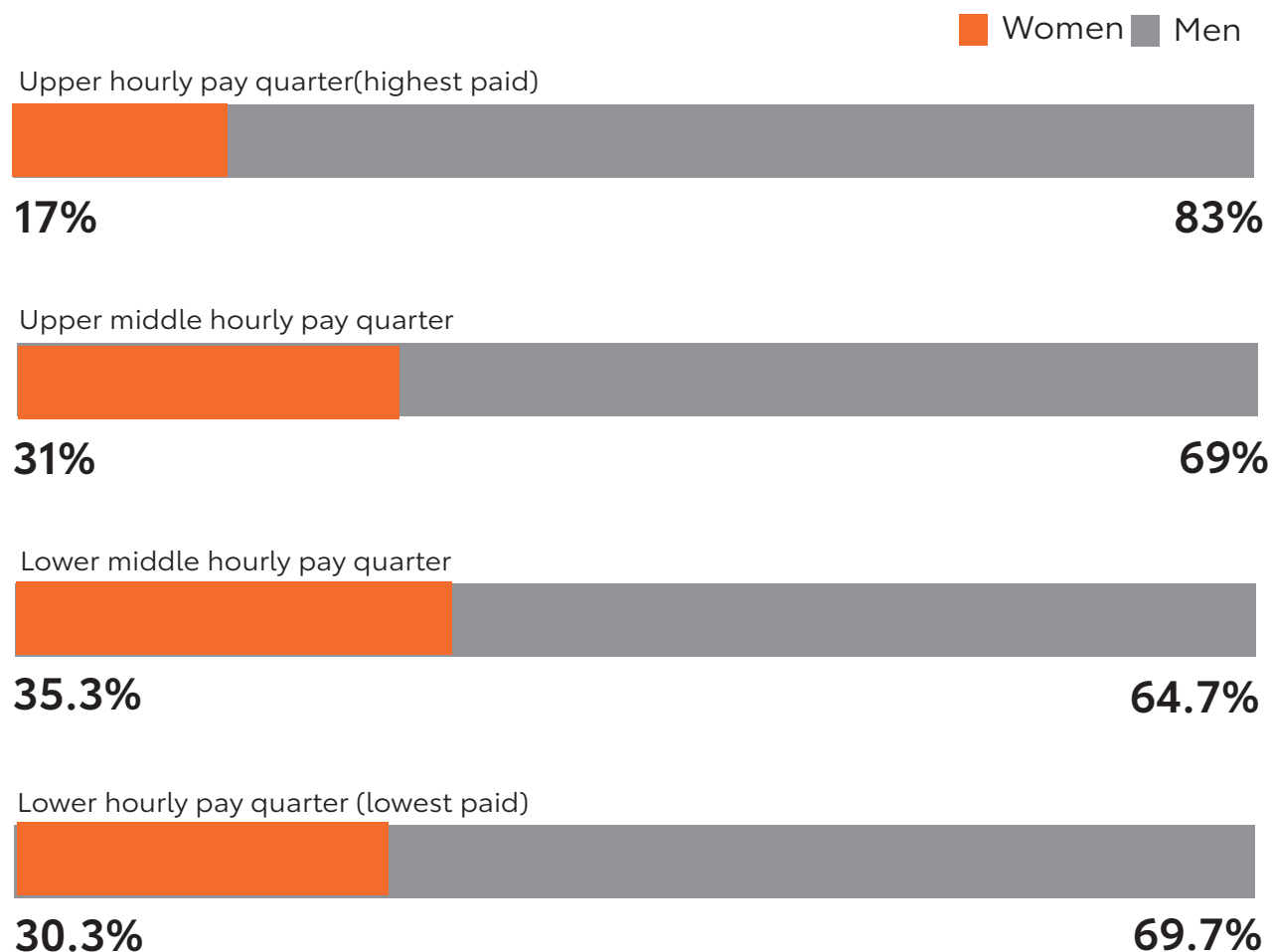
Women earn 95p for every £1 that men earn when comparing median hourly pay. Their median bonus pay is 5.1% lower than men's.



When comparing mean (average) bonus pay, women's mean bonus is 9.8% lower than men's

## The percentage of women in each pay quarter

Women occupy 17% of the highest paid jobs and 30.3% of the lowest paid jobs



## Bonus Pay Gap

Women earn 51p for every £1 that men earn when comparing median bonus pay.  
Their median bonus pay is 48.5% lower than men's.



When comparing mean (average) bonus pay, women's mean bonus is 63.1% lower than men's

Who received bonus pay 58% of women 79% of men