

Gender Pay Gap
Report 2019



Introduction

At Sytner Group we are committed to building a diverse and skilled workforce that is representative of the communities we do business in. While promotion and progression at Sytner will always remain associated with capability and performance, we continue to ensure we provide a working environment where all colleagues have equal opportunity to develop and fulfil their potential. Change will not happen immediately and it will take time, but we are committed to building a culture and structure that looks to the future dynamic of our team.

In our 2018 Gender Pay Report we talked about some of the key initiatives we were implementing to help us achieve our aim of embracing diversity and inclusivity. Whilst we continue to invest in this important area, we also know that we need to change industry perception particularly amongst young people. If we can change the image of the industry then this will play a vital role in ensuring a strong and diverse talent pipeline for the future.

Engagement

Engaging with schools as early as possible in order to educate and inspire young people on the breadth of opportunities within the automotive industry is imperative. For this reason, school engagement is a long term initiative for Sytner Group and we encourage each of our dealerships to engage with a local school. The support and engagement offered to schools ranges from work placements, delivering presentations on the industry, inviting students, parents and teachers for dealership tours, donating vehicles for events or sponsor a school fundraising event or team.



Between May 2018 and May 2019 we held 236 work placements for school aged students across our business.

Sytner Group Commitments

Group Aim

To be famous for delighting our colleagues, customers, manufacturers & shareholders

◀ Sytner Group | OneTeam

One Team

- Be honest & give respect
- **Embrace diversity & inclusivity**
- Work together
- Listen & contribute
- Celebrate success
- Have fun

Achieve More

Delighting Colleagues

Developing talent...
...Building careers

It's what we do

Delighting Customers

Getting it right...
...Making it special

It's what we do

The automotive industry is undergoing huge challenges and exciting changes, now more than ever we recognise the importance of having a diverse and gender balanced team of colleagues.

Flexibility

During 2019 flexible working has been a big focus for us to enable us to try to retain a high level of female colleagues within our business. We take a proactive approach to flexible working, encouraging and supporting colleagues who want greater flexibility and making it easy to arrange and make change. We promote a culture where we embrace flexible working and our management teams understand

the benefits that it can bring. We want to shift the culture so that ways of working isn't just about being flexible but unlocking value and potential in all of our colleagues by creating the right environment.

For this reason we have seen an increase in the number of female colleagues in the lower pay quartiles and this is a direct result of accommodating flexibility around working patterns for our colleagues.

Launched during 2019:



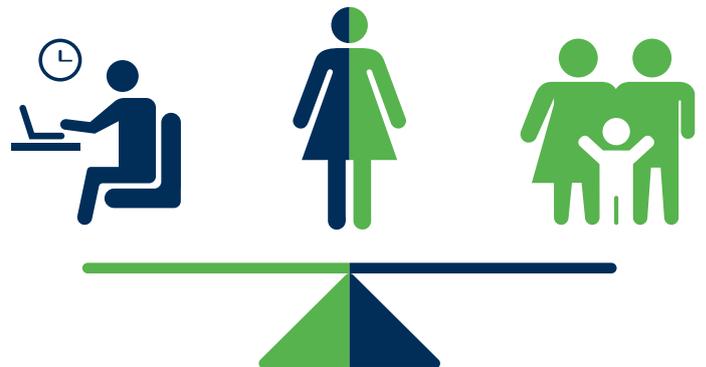
Click here to view our recruitment video featuring a part-time Sales Executive.

Being able to still have my career and also have valuable time with my family is so important to me.

- Faye, Mother of two
Part-Time Sales Executive

Working part time school hours provides me with a great work/life balance. I am able to continue to do a job I enjoy as well as spend quality time with my young children.

- Sam, Mother of two
Part-Time Receptionist

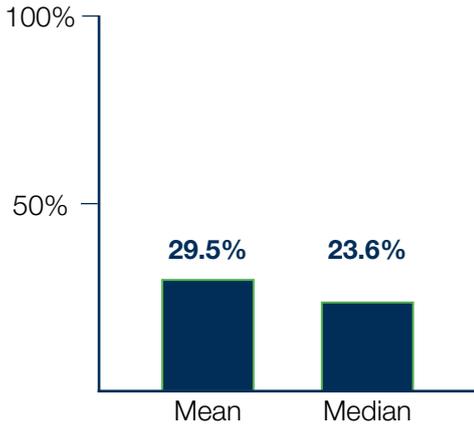


Flexibility isn't just vital to us to ensure we attract the broadest pool of talent, or retaining them, but it is also fundamental to changing our culture longer term.

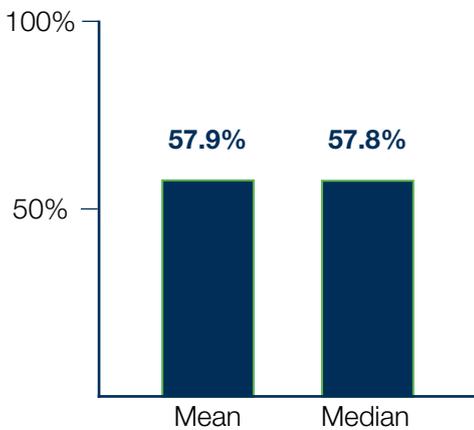


2019 Figures

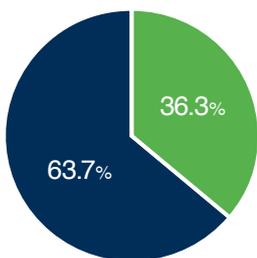
Gender Pay Gap



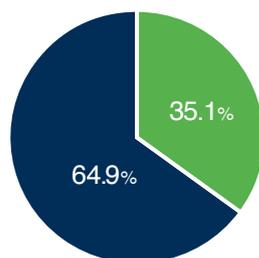
Gender Bonus Gap



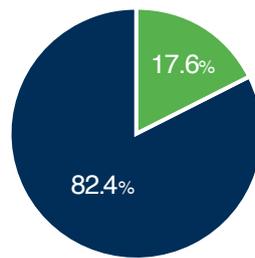
Proportion of males and females in each pay quartile



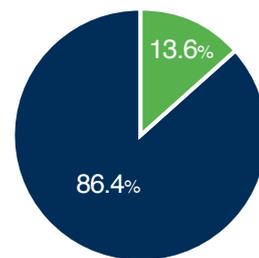
Lower quartile



Lower middle quartile



Upper middle quartile



Upper quartile

The automotive industry has traditionally been male dominated and therefore our gap is predominantly due to an under representation of females, as well as the split of males and females across different pay bandings. Essentially, there is a lack of females in more senior and higher paid roles, whereas there is an over-representation of females in lower-paid roles within our business.

Sytner Group is the UK's largest prestige motor retail group. We strive to provide a diverse and inclusive working environment, that offers exciting career opportunities. To be part of a team that is as unique as the cars we sell [click here](#).