

GenderPayReport 2020

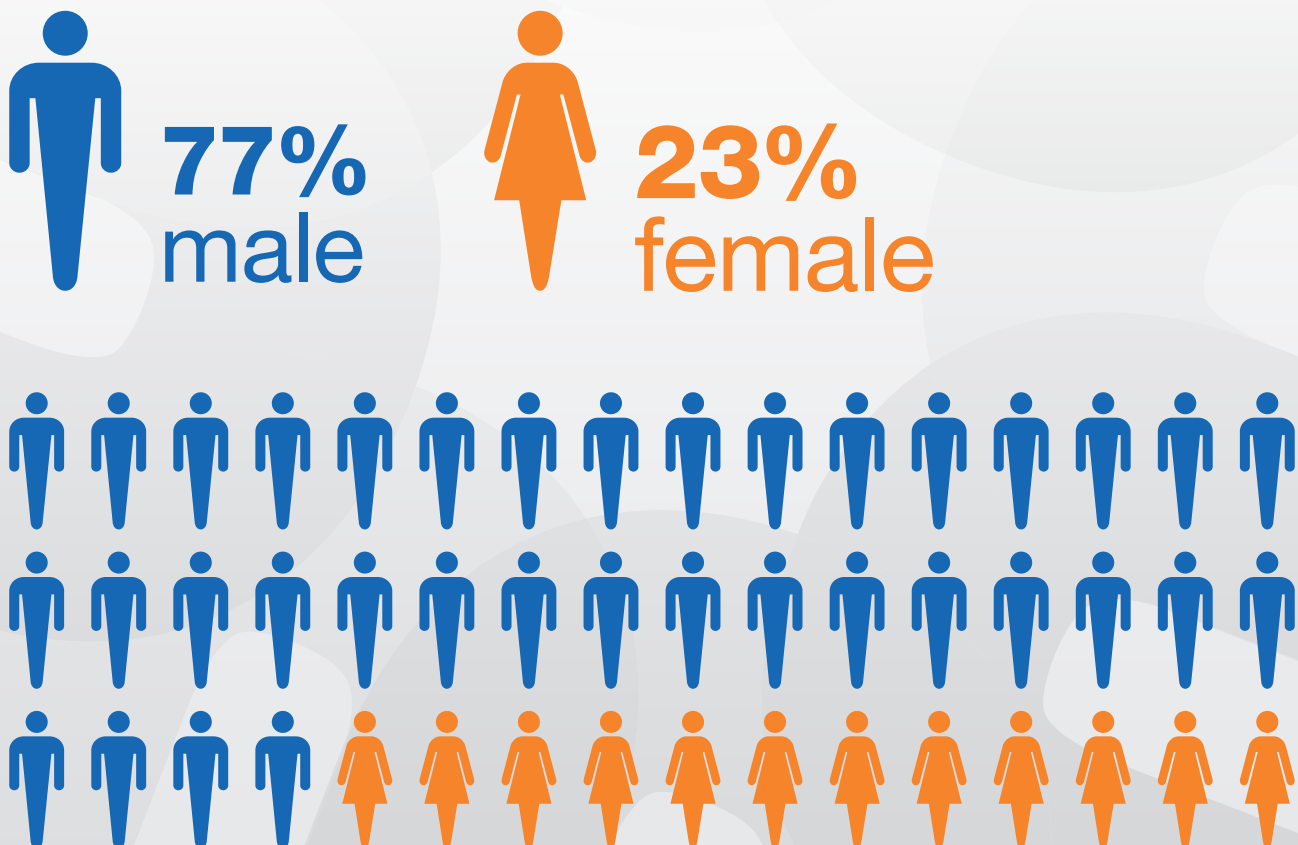
Introduction

This is our third year of Gender Pay reporting for the Motordepot Group. As a group, we continue to be committed to ensuring equal opportunities in employment for everyone. We continuously review our processes to ensure there are no barriers to progression and aim to build diverse teams that represent the communities we serve.

We continue to look for innovative ways to address our gender imbalance and always strive to ensure our employees feel valued and supported as individuals. We want everyone to be themselves and to be the best they can be.

Our gender pay and reporting statistics for staff employed as at 5th April 2020

As at the 5th April 2020, 23% of our workforce were female and 77% Male



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Overview

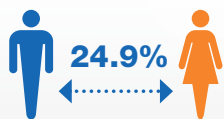
The gender pay gap shows the difference in the average hourly earnings of men and women across the company regardless of their role. The statistics can be affected by a range of factors, including the different number of men and women across all roles right across the workforce.

Under the regulations there are two ways to measure the pay gap; the Median and Mean Pay Gap.

Median Pay Gap

The median pay represents the middle point of a population. For example, if you lined up all the women working at Motordepot and all the men, the median pay gap is the difference between the hourly rate of the middle women compared to the hourly rate of the middleman.

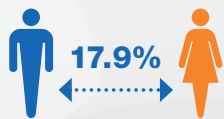
As of April 2020, our Median pay gap was 24.9%.



Mean Pay Gap

The mean gender pay gap is the difference between the average hourly rate of pay for women compared to the average hourly rate for men working at Motordepot.

As of April 2020, our mean gender pay gap was 17.9%.



Gender Bonus Gap

As of April 2020, the proportion of our men and women paid a bonus was Males 94% and Females 77.1%.



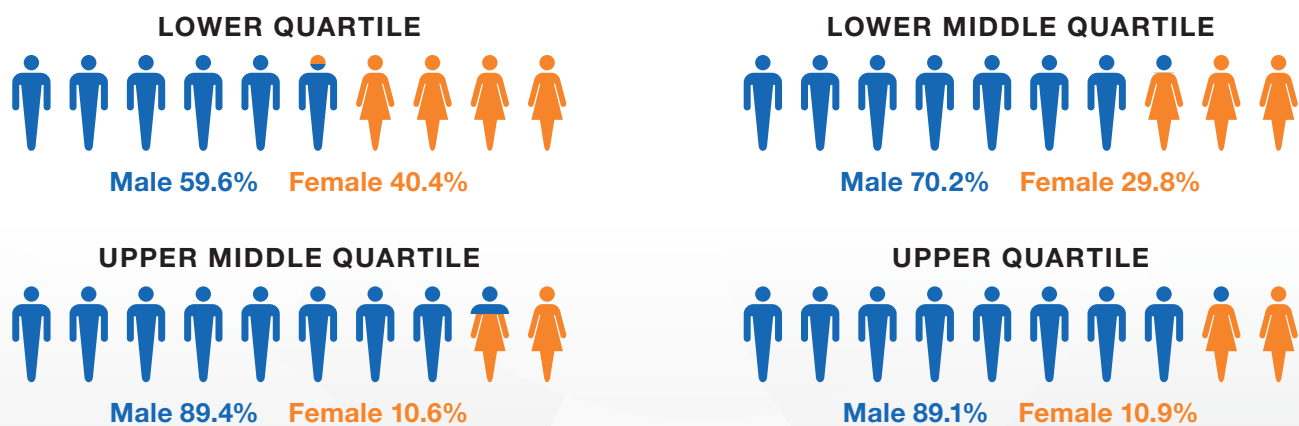
Our Median Bonus gap was 15.8% and our Mean Bonus gap was 34.5%.

We believe our bonus gap is influenced by currently having more men than women in our sales roles as these roles attract a higher commission payment. When comparing our result to 2018 there has been a staggering improvement in reducing the bonus gap, the mean gap in 2018 was 40% and the Median 54%.

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Gender population by pay quartile

As required by the regulations we have split our paid colleagues into four equal quartiles based on their average total hourly rate of pay to show the gender distribution for each quartile.



Summary

Unfortunately the proportion of females remained fairly static this year which is disappointing. We continue to promote our positions to wide audiences, attracting female talent into the automotive industry continues to have its challenges and we continue to openly confront the reasoning around this. The trend remains within the automotive industry of this being a male dominated industry and whilst we have a transparent recruitment policy it is largely the male population who are attracted to working in the industry and whom largely respond to our recruitment campaigns.

Female employee pay has increased compared to males, both the mean and median average pay differences reducing. The proportion of females earning a bonus has increased substantially and we believe this is associated to internal promotions and our female colleagues moving into commission/bonus earning positions. However median and mean bonus average pay gaps have seen no improvement this year.

The decline in females in lower quartile continues with more females now in the lower medium quartile, again we would attribute this to internal promotions. However there has been little movement in the upper quartiles, we envisage this will improve with the steady upskilling and opportunities presented for our female colleagues.

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What we plan to do differently/continue to do to close the gap.

- We continue to develop flexible job design, offering our colleagues more flexibility to establish a more work-life balance is something we know is important to our employees and as our customer needs become increasingly diverse
- The change in mindset in relation to flexible working at all levels and thinking creatively about if and how we can adapt our positions to attract talent continues and the change can begin to be seen.
- Our internal training on Recruitment continues with a big emphasis on diversity and inclusion to develop our managers in ensuring we appoint people based on their skills, experience and their alignment to our employee and company values.
- We continue to work closely with local schools, colleges, the Careers and Enterprise Company and local Councils promoting the careers available in the Automotive Industry and ensure that all our Branches are involved in these important partnerships.
- We continue to ensure that any pay changes are agreed by a male and a female.
- We continue to ensure there is no bias in the way in which our bonus payments are calculated.
- We will continue to promote the successes of our female colleagues.
- Motordepot continue to be confident that all our male and female colleagues are paid equally in their specific job role.
- I confirm that the information reported is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.



Stephen Butterley
CEO, Motor Depot Ltd

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