

GenderPayReport 2021

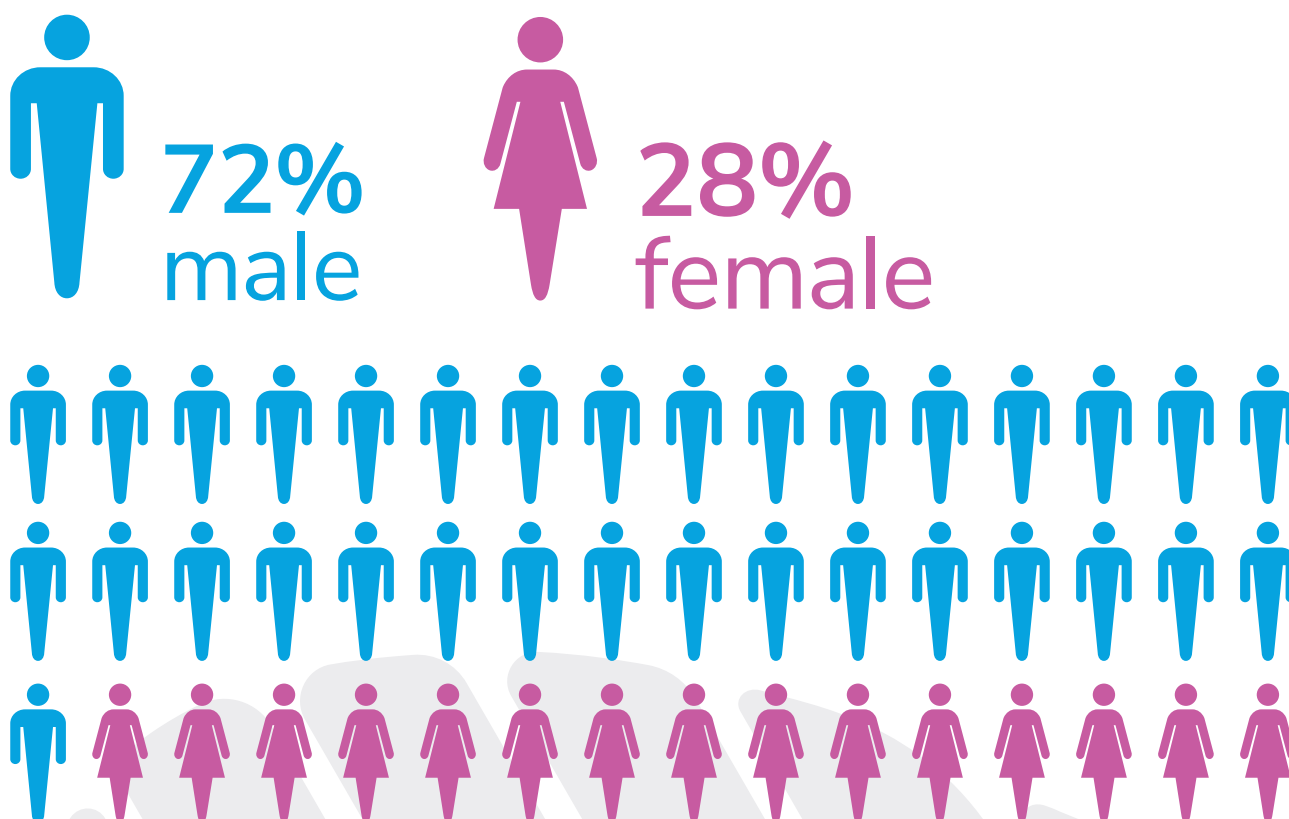
Introduction

This is our fourth year of Gender Pay reporting for the Motordepot Group, rebranded as CarSupermarket.com. 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 and inclusive 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 2021

As at the 5th April 2021, 28% of our workforce were female and 72% 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 CarSupermarket.com 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 2021, our Median pay gap was 11.7%.



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 CarSupermarket.com.

As of April 2021, our mean gender pay gap was 16.8%.



Gender Bonus Gap

As of April 2021, the proportion of our men and women paid a bonus was Males 95% and Females 86.9%.

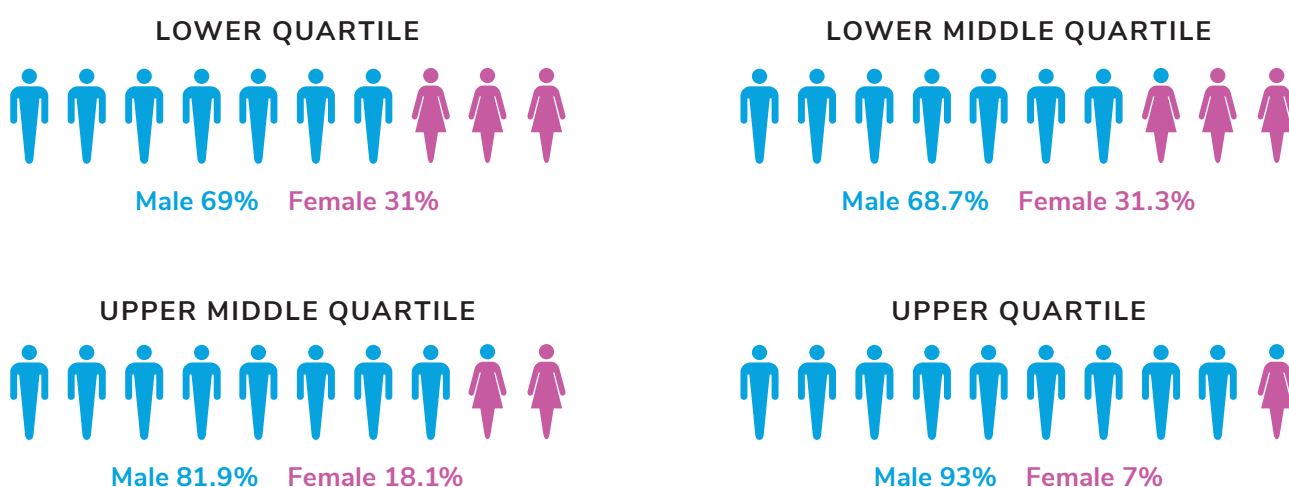


Our Median Bonus gap was 26.6% and our Mean Bonus gap was 40.6%.

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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

There has been an increase in the proportion of females employed this year for the third year running which is very encouraging. On top of this, our median and mean pay gap has reduced for the second year running. However, whilst these are positive changes, like many others within our industry, we accept there is still some way to go.

We continue to promote all our job vacancies to wide audiences, however attracting female talent into the automotive industry continues to present challenges and we continue to question the reasoning around this. Traditionally, 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 with both the mean and median average pay differences reducing. The proportion of females earning a bonus has increased again 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 increased, which is disappointing.

For the third year running, there is a decline in females in lower quartile which we would attribute to internal promotion opportunities. There has also been some increase in the percentage figures in the middle quartiles figures, which again believe is due to the progress we have made with the upskilling programmes and opportunities available for our female colleagues. We consider these moves to be positive and a definite move in the right direction. However, there has been a decline in the percentage figures for females in the upper quartile.

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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. We believe that this demand has increased further as a result of the different working patterns and practices adopted during the pandemic. In addition, our customer needs and aspirations have become increasingly diverse, again in part as a result of the pandemic. We continue to challenge our mindset in relation to flexible working for all our positions and think creatively about if and how we can adapt our positions to be more attractive to a wider talent pool.

Our internal training offer for management development continues with a drive on diversity and inclusion; challenging stereotypes traditionally associated with our industry. We believe this develops and supports our managers to ensure we appoint and develop people based on their skills, experience and their alignment to our employee and company values.

CarSupermarket.com continues to be confident that all our male and female colleagues are paid equally in their specific job role.

In addition, we aim to:

- Review our recruitment marketing and publicity initiatives to ensure that it reaches and appeals to a diverse audience in a collaborative, inclusive manner, including broadening our approach to include the use of more social media platforms.
- 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.
- Continue to ensure that any pay changes are agreed by a male and a female.
- Continue to ensure there is no bias in the way in which our bonus payments are calculated and applied.
- Continue to promote the successes of our female colleagues, both internally and externally to the business.
- Continue to listen to our employees and review our staff engagement approaches, to ensure that all voices are heard.
- 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 (CarSupermarket.com)

Published date: March 2022