



CarSupermarket.com

2022

Gender Pay Gap
Report

CarSupermarket.com

Gender Pay Gap Reporting

(Data snapshot 5th April 2022)

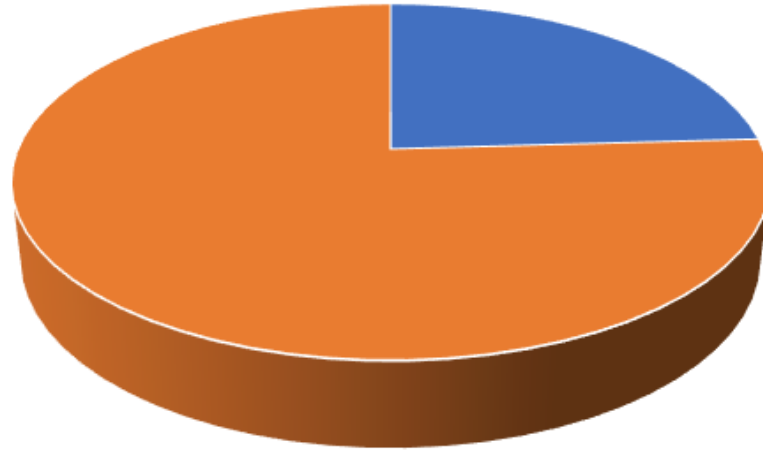
CarSupermarket.com continue to be committed to building a workplace with an inclusive environment in which our team enjoy equitable opportunities to grow and develop their careers.

We continue to work hard to build a diverse team, representative of our customers and the communities in which we work.

In this, our fifth year of gender pay gap reporting, we want to take the opportunity to reflect on our progress, review our work practices and continue to seek areas for improvement.

Gender Diversity

Gender Diversity of Workforce



■ 117 Female 24% ■ 369 Male 76%

- Year on year the above represents a 4% decrease in female representation.

- The five-year trend shows our female workforce has remained consistently around the 23% mark, so our representation shows a positive increase of 1%.



Median Pay Gap

The median is calculated between the middle earning male and female employee. This data point is less likely to be skewed by high or low extremes.

As of April 2022, our Median pay gap was 8.7%

When we started our journey in 2018, this gap was 40%. This represents a 31.3% decrease since then, and a 3% decrease year on year.



Mean Pay Gap

The mean gender pay gap is calculated by adding up all the wages of employees in the business and dividing that figure by the number of employees.

As of April 2022, our Mean gender pay gap was 15.7%

Our mean gender pay gap has decreased by 20.3% since 2018, and 1.1% year on year.

Gender Bonus Gap

The proportions of 2022 bonuses paid: 73% Female and 88% Male

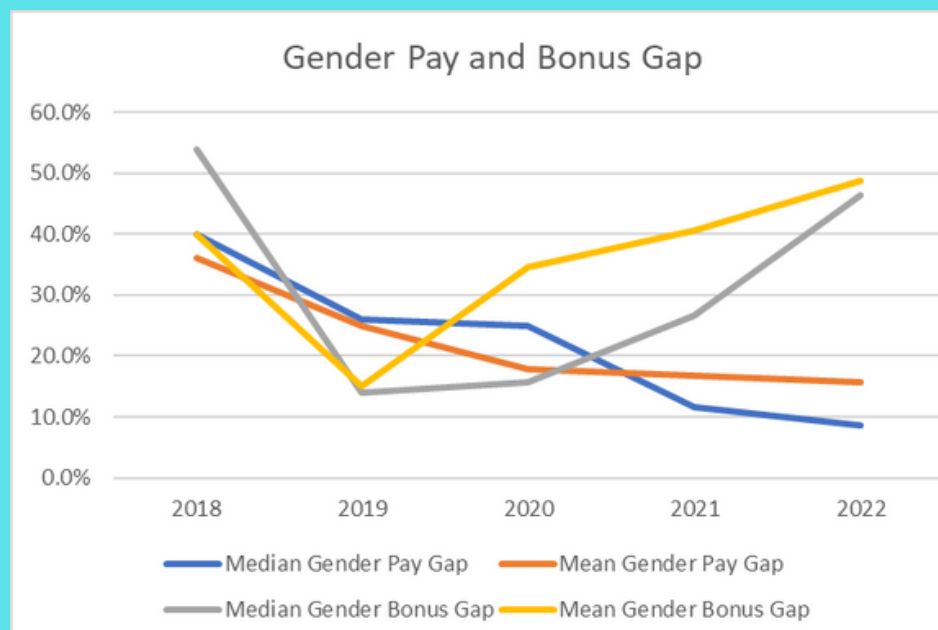
This represents a 20% increase in percentage of women receiving bonuses since 2018.

Year on year, we have experienced a 13.9% decrease, some of which is attributed to 5.8% of the female population of the company, bonus earners, being on maternity leave and not receiving a bonus during this time.

Our median Bonus gap was 46.5% and Mean Bonus gap 48.7%.

This represents an increase year on year of 19.9% and 8.1% respectively. Our Median Gender Bonus Gap has decreased by 7.5% over five years and our Mean Bonus Gap has increased by 8.7%

	Year on Year	Five years
Female Representation	-4%	+1%
Median Pay Gap	-3%	-40%
Mean Pay Gap	-1%	-20.3%
Proportion of Bonuses Paid	-13.9%	+20%
Median Bonus Gap	+19.9%	-7.5%
Mean Bonus Gap	+8.1%	+8.7%



Gender Population by Pay Quartile

The quartile breakdowns show the proportion of women and men at different pay levels.

Overall, though there is a year on year decrease in the proportion of women featuring in the upper quartile, there is a 19.3% increase in women in the upper middle quartile.

Year on year, there is a 7% decrease in women in the lower quartile.

Overall this year there are more women being paid at a higher level.

2022		
	Men	Women
Lower Quartile	79.7%	20.3%
Lower Middle Quartile	69.9%	30.1%
Upper Middle Quartile	62.6%	37.4%
Upper Quartile	94.3%	5.7%





Celebrating Successes

We have seen success in our gender pay gap journey this year with both our year-on-year and our five-year results;

- 2022 has seen both our median and mean gender pay gaps continue a five-year decreasing trend.
- We have seen significant increases in female team members receiving middle to upper quartile pay.
- The last five years have seen a 20% increase in the number of females receiving a bonus.

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

Our continued commitment to supporting women's career success is showing positive results:

- 2022 saw the recruitment of our first female Branch Manager and the promotion of our first female Senior Leadership Team member.
- Team promotions were 21.95% male and 23.07% female in 2022, equating to 1.25% more female promotions companywide.
- Our average training interventions in 2022 were 5 per male and 5.88 per female, 17.5% higher for female team members.
- Flexible job design and working opportunities have been successfully implemented and will continue to be built on.
- We have reviewed our recruitment marketing and gender parity in materials has been increased, for example, our recent social media job adverts include equal numbers of female and male workers to help encourage more female candidates.
- Our Head Office Careers Enterprise Partnership has gone from strength to strength, with our team taking part in school open evenings, job fairs and mock recruitment processes as well as speech and enterprise sessions.
- Our gender balanced bonus and remuneration practices have become part of our standard process and we continue to aim to eliminate any potential bias.
- Our engagement checks via our monthly employee survey and employee champion groups have helped us listen and increase satisfaction across the workforce.
- We increased appreciation our female workforce via our celebrations of International Women's Day in 2022 with several of our female team being nominated and recognised by their colleagues.

Areas we will still continue to focus on;

- *Our bonus gaps continue to fluctuate and has shown an increase this year.*
- *Year on year the number of women receiving a bonus is down.*
- *Year on year the number of women in our team has decreased overall and has continued to decrease in both the lower and upper quartile.*

Continuing to make changes for the future...

To demonstrate our commitment to diversity, we will be signing the 'Women with Drive' pledge of support, www.womenwithdrive.co.uk which;

Celebrates the achievements of women in the automotive industry,
Champions equality both inside and outside of the workplace
Ensures every woman has the opportunity to reach her full potential
Challenges inequality and bias.

We will continue to actively explore and review our recruitment processes and not only promote our job vacancies to wide audiences but proactively try and attract more females into the workforce through; ensuring we continue to remove any gender bias from our job marketing and recruitment processes. We will also aim to work with specialist diversity recruitment providers.

Following on from the success of our employee champion groups, we will create Diversity, including female and family friendly, focus groups to continue to review any barriers to entry and progression within our workforce.



Scope the creation of a female mentorship scheme for career progression and leadership development.

Review our Employee Handbook with a view to introduce female friendly policies covering Menopause and Flexible working .

Conduct a female stay survey to gain further insight into both motivations as well as barriers to work .

I confirm that the information reported is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Matt Barrick'.

Matt Barrick

CEO, Motor Depot Ltd (CarSupermarket.com)

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