



Gender Pay Report 2024

T G HOLDCROFT (HOLDINGS) LIMITED



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Introduction

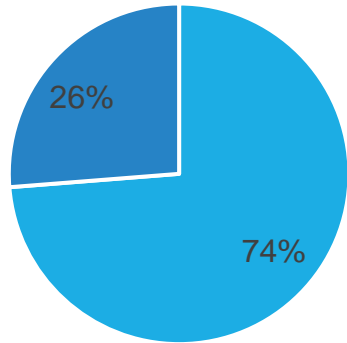
by Chris Greenhall, Managing Director

T G Holdcroft (Holdings) Limited is dedicated to promoting an inclusive and diverse workplace. We continually strive to address gender imbalances and cultivate an environment where all employees, regardless of gender, feel valued and supported. We are committed to increasing female representation within our group, and in 2024, we introduced several key initiatives to support this goal. One of our most notable successes was our Leadership Development Programme, where 45% of the participants were female.

Under the leadership of Julie Ouzman, our Group HR Director, the HR team has had a productive year implementing significant changes. These include the launch of the leadership training and development programme, a comprehensive suite of training courses for all staff—featuring a mandatory Prevention of Workplace Sexual Harassment course with supporting policy, and the introduction of a Workplace Respect Policy. Additionally, we have revised our recruitment processes to include an Equality Questionnaire, enabling us to closely monitor gender diversity in our hiring. Our new apprenticeship and internship programme has also been launched, with efforts focused on collaborating with colleges to encourage more women to pursue careers in the automotive industry.

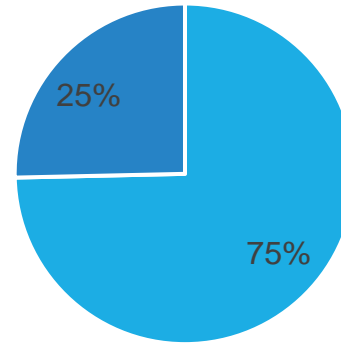


Our Team Relevant Employees

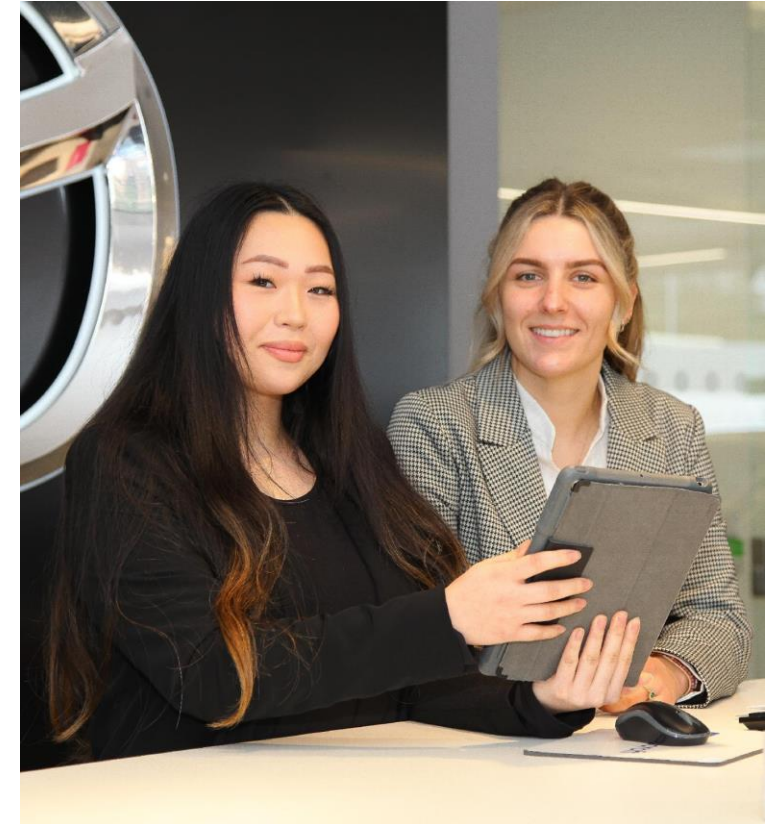


■ Male 500 ■ Female 178

Our Team Full Pay Relevant Employees



■ Male 477 ■ Female 162



The Holdcroft Motor Group is comprised of several limited companies and this report looks at the gender pay gap across the consolidated group. The group does not have any entities that individually employs more than 250 people so these are not detailed separately to this report.

The Consolidated Holdcroft Motor Group employed **678** “Relevant Employees” at the snapshot date of 5th April 2024 of which **639** were identified as “Full Pay Relevant”.

Pay & Bonus

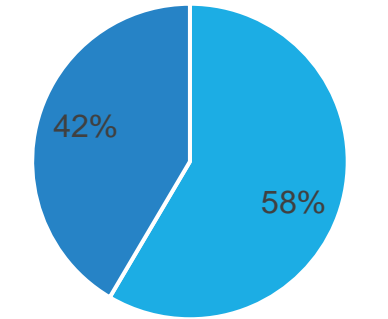
	Mean (Average)	Median (Middle)
Gender Pay (Hourly Rate) Gap	24.46%	22.40%
Gender Bonus Gap	54.18%	37.30%

GENDER BONUS

82.81% of males received a bonus
61.73% of females received a bonus

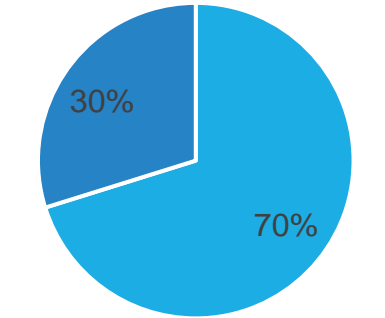
Pay Banding

Lower Quartile



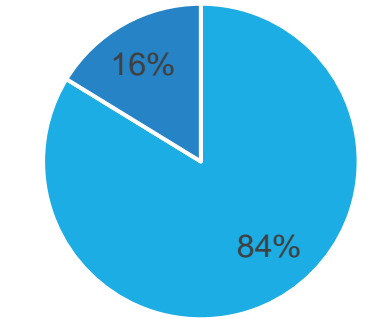
■ Male 93 ■ Female 66

Lower Middle Quartile



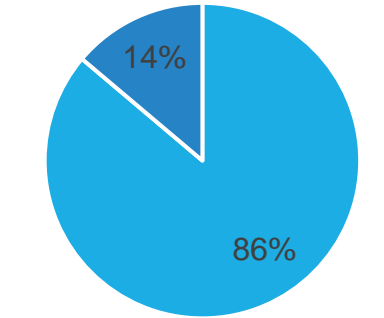
■ Male 113 ■ Female 48

Upper Middle Quartile



■ Male 134 ■ Female 26

Upper Quartile



■ Male 137 ■ Female 22

Summary

While our reported data indicates a significant gender representation imbalance, as with many others within the automotive sector, we are actively implementing measures to address this.

Over the past 12 months there has been a slight increase in female representation in the Lower, Lower Middle and Upper Middle Quartile. These are small yet positive steps towards addressing the imbalance.

We remain committed to ensuring equal opportunities for all candidates based on merit. To support this, we have implemented measures to eliminate unconscious bias across the group. These include Equality, Diversity, and Inclusion Training, as well as an Equal Opportunities Questionnaire completed during the recruitment process. This enables our HR team to monitor progress and adjust strategies as needed.

Additionally, our HR team collaborates with local colleges to encourage more females to consider careers in the automotive industry. This effort aims to challenge preconceived notions and attract young talent. The introduction of young females into our sales teams is gradually increasing and we are now receiving interest from female candidates into our apprentice technician programme.

