



GENDER PAY REPORT 2025 T G HOLDCROFT (HOLDINGS) LIMITED

OVERVIEW

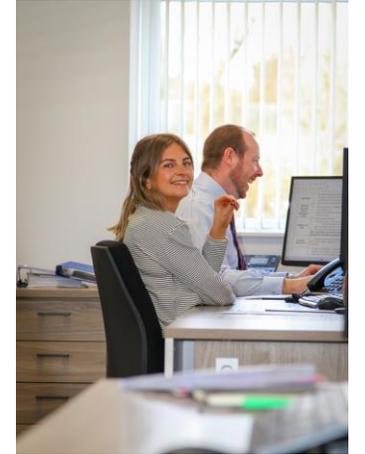
Introduction from the Managing Director

Relevant Employee Information

Gender Pay and Bonus Gap

Pay Banding

Summary



T G Holdcroft (Holdings) Limited is committed to reducing gender imbalance across the business. While we operate within a traditionally male-dominated industry, we continue to introduce and develop initiatives that actively address this imbalance.

Our Group HR Director, Julie Ouzman, and the recruitment team have worked on a Gender Decoded programme. This includes A/B testing of male versus female-led recruitment advertising, and we consistently achieve strong results through targeted campaigns focused on attracting female talent.

We have also introduced new initiatives such as our Menopause Action Plan, led by Julie and the HR team. This includes the appointment of Menopause Champions across the Group to provide support, guidance, and awareness. In addition, we offer flexible working options to better support working families.

Our Training Manager, **Amanda Whitehouse** has put together a range of targeted training courses to address gender inequality. These include inclusive leadership training, unconscious bias awareness and equality and diversity programmes.

Our strong social media presence further supports these efforts. Our award-winning Female Rising Star (Women in the Automotive Industry), **Scarlett Gardiner**, has built an impressive female following through engaging social media content, helping to inspire and attract women into the automotive sector



INTRODUCTION

BY
CHRIS GREENHALL
MANAGING DIRECTOR



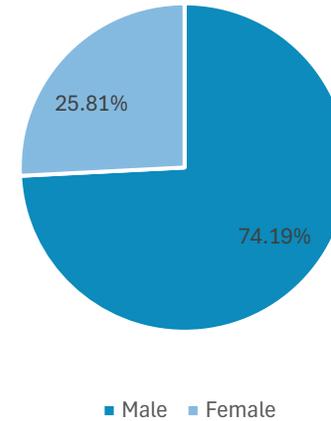
GROUP STRUCTURE

The Holdcroft Motor Group consists of several limited companies, and this report examines the gender pay gap across the consolidated group as a whole.

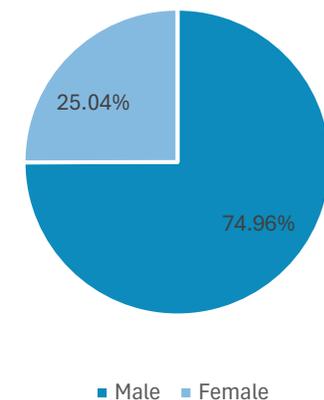
No individual entity within the group employs more than 250 people; therefore, separate reports for individual entities have not been prepared.

At the snapshot date of 5 April 2025, the consolidated Holdcroft Motor Group employed 682 relevant employees, of whom 679 were classified as full-pay relevant employees.

Relevant Employees



Full Pay Relevant Employees



GENDER BONUS

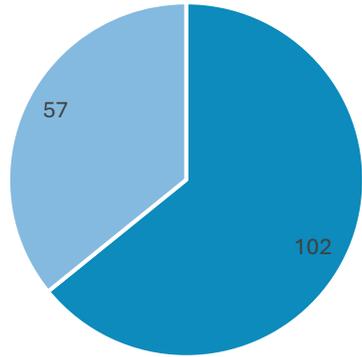
85.57 % Males

67.61% Females

	Mean (Average)	Median (Middle)
Gender Pay Hourly Rate gap	19.81%	13.69%
Gender Bonus Gap	22.40%	4.19%

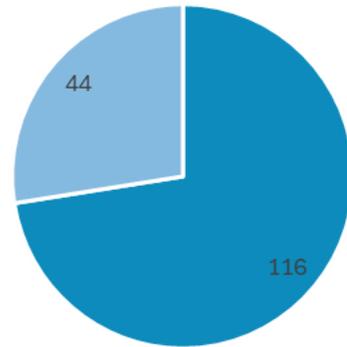
PAY & BONUS

Lower Quartile



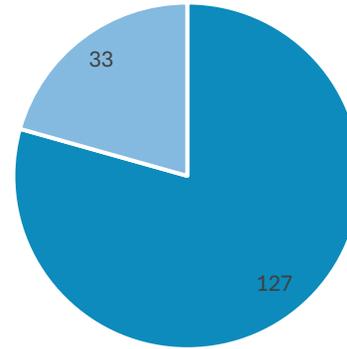
■ Male ■ Female

Middle Quartile



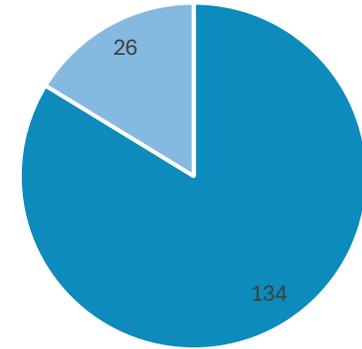
■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



■ Male ■ Female

PAY BANDING

SUMMARY

T G Holdcroft (Holdings) Limited is committed to addressing the gender imbalance within the business. Recent data highlights a notable reduction in both the gender pay and bonus gaps between 2024 and 2025, alongside an overall rise in the proportion of both male and female employees receiving bonuses.

We remain committed to ensuring equal opportunities for all candidates looking to join our business, and recruitment will always be based on merit.

A range of initiatives is supporting this progress, including the introduction of a gender decoding programme in recruitment and enhanced training covering equality, diversity and inclusion (EDI), as well as unconscious bias. The appointment of menopause champions and the implementation of a menopause action plan are also contributing to a more inclusive workplace.

In addition, our growing social media presence is playing an important role in inspiring and attracting more women to pursue careers within our industry.

