



GENDER PAY REPORT 2023





Chris Greenhall, Managing Director

Recognising that the automotive sector has traditionally been male-dominated, the Holdcroft Motor Group is committed to fostering a diverse and inclusive workplace. Our goal is to create an environment where everyone, regardless of gender, feels valued, supported, and empowered to thrive in their respective roles.

In 2023 our HR Director, Julie Ouzman, implemented a series of measures to start addressing the gender imbalance. Firstly, the recruitment of two female members of staff into the positions of Recruitment Executive and Training & Development Manager. Recruitment practices have been reviewed to ensure unbiased and inclusive recruiting and development programs put in place to support career growth and encourage an inclusive workplace culture.

Policies such as our Equality, Diversity and Inclusion and Menopause Policy were introduced as well as management training to address these important issues. Julie herself became a Certified Mental Health Awareness Champion. We produced an International Women's Day video focussing on our talented and successful Women across the Group and 'Wear Pink' and Bake Off Days to support Breast Cancer.

We realise there is much to do to redress the gender imbalance, however we believe the initiatives we have put in place are a positive step forward.

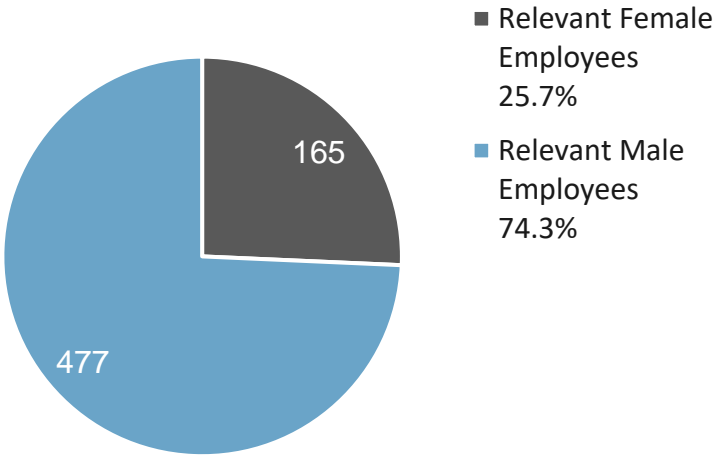




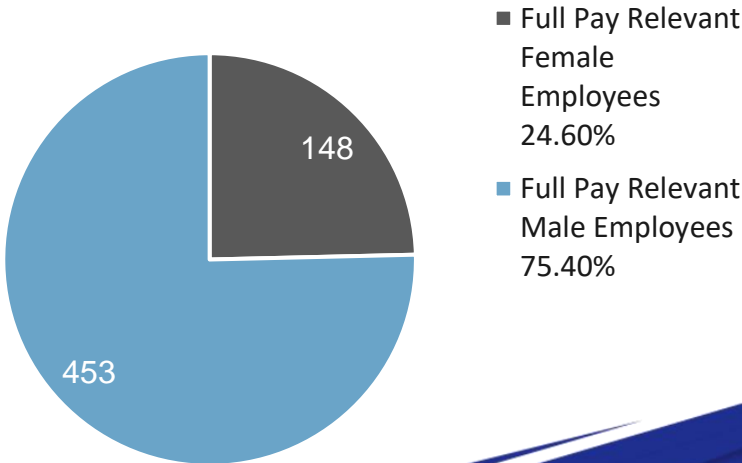
The Holdcroft Motor Group is comprised of a number of limited companies and this report looks at the gender pay gap across the consolidated group. The group does not have any entities that individually employs more than 250 people so these are not detailed separately to this report.

The Consolidated Holdcroft Motor Group employed **642** “Relevant Employees” at the snapshot date of 5th April 2023 of which **601** were identified as “Full Pay Relevant”.

OUR TEAM



OUR TEAM





GENDER PAY (HOURLY RATE) AND BONUS GAP

**& BONUS
PAY**

	Mean (Average)	Median (Middle)
Gender Pay (Hourly Rate) Gap	19.62%	17.05%
Gender Bonus Gap	53.77%	23.63%

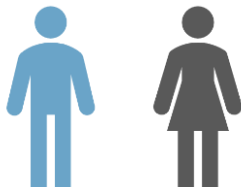
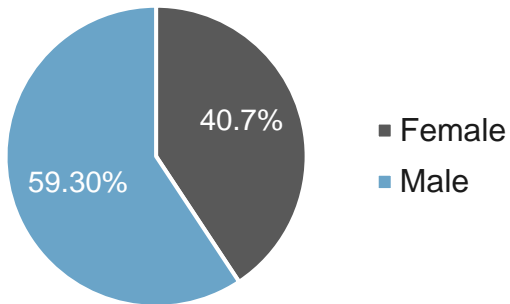
GENDER BONUS

83.02% OF MALES RECEIVED A BONUS
62.42% OF FEMALES RECEIVED A BONUS

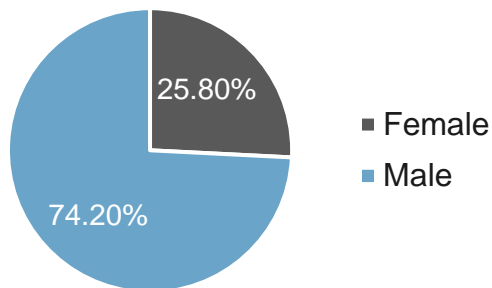


Pay Quartiles

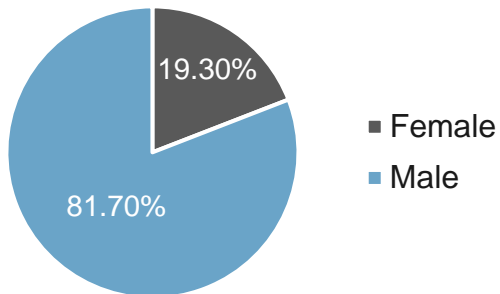
Lower Quartile



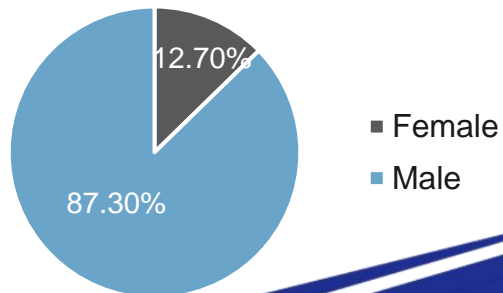
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile





SUMMARY

Our reported data underscores a notable imbalance in gender representation, with a substantially higher proportion of males, particularly in the upper middle and upper levels of our organisation.

While our 2023 figures indicate a modest increase in female representation within Senior Management, we acknowledge the importance to not only fulfill a moral duty but also to increase our potential and secure a prosperous future for our business, in turn mitigating the gender pay gap.

Significant strides have been made in narrowing the bonus pay gap, reflecting a nearly 10% reduction from our 2022 mean and median figures. This achievement can be attributed a small increase in female representation in both the Sales function and the Senior Management roles.

We are fully committed to provide equal opportunities for all candidates based on merit for every available position. We actively promote and support career progression within the organisation, with a specific emphasis on fostering the advancement of our female staff.

By addressing these imbalances, we not only align with principles of equity and fairness but also ensure a more diverse and inclusive workplace, vital for our sustained success and the ongoing reduction of gender-based pay differentials.