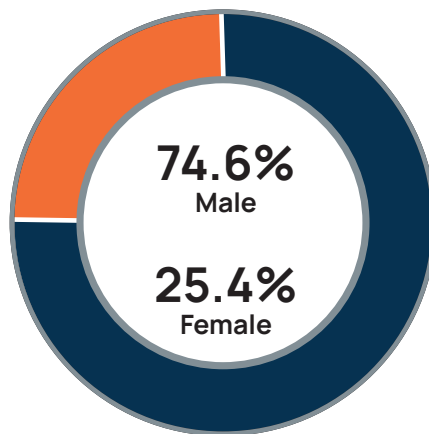


# Swansway Gender Pay Gap Report 2024

Swansway Motor Group strive to be one of the best companies to work for in the Motor Industry. We are committed to being an employer of choice for both males and females and consider that our people play a critical role as both representatives and ambassadors of the company regardless of gender. Historically the industry we operate in has been male dominated but we continue to explore different ways to change this.

## Our Team



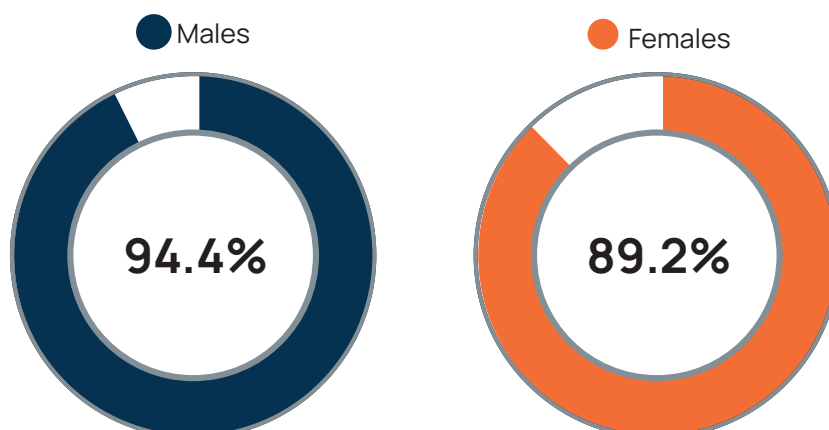
## The Gender Pay Gap

Mean Gender Pay Gap: 23.5%  
Median Gender Pay Gap: 20.7%

## Who earns a bonus?

When it comes to earning bonus payments,  
94.4% of men receive a bonus against 89.2% of women

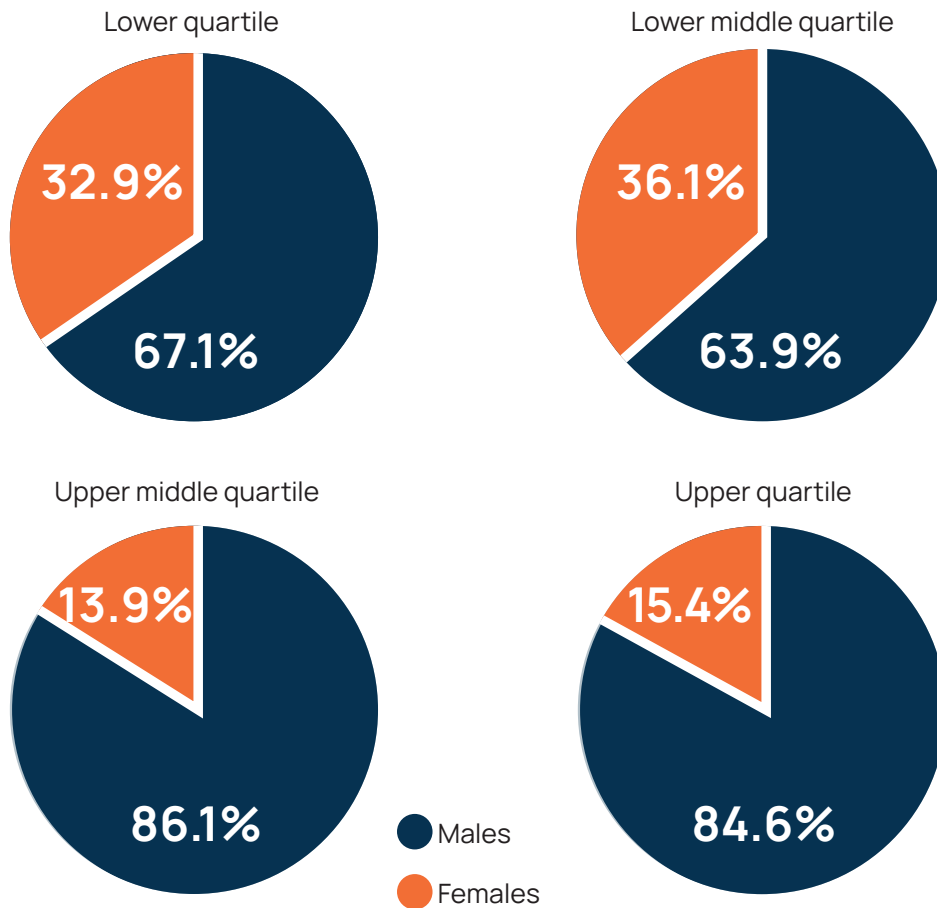
Proportion of **males** and **females** receiving bonus payments:



## Gender Bonus Pay Gap

Mean Bonus Gender Pay Gap: 43.4%  
Median Bonus Gender Pay Gap: 52.4%

### The Pay Bandings



## Overview

We are completely committed to making the necessary improvements in order to achieve equality and are pleased to report a number improvements across several areas of the gender pay gap in 2023. Improvements have been made in the proportion of females receiving a bonus payment, increased from 68.3% in 2022 to 88.6% in 2023. Within the pay bandings, the most significant increases have been in the upper quartile, seeing an increase in females from 12.8% to 14.5%.

## Recruitment

We at Swansway Garages Limited remain fully committed to ensuring there is no gender bias in any of our recruitment advertising and every application we receive is treated the same way regardless of gender. Nonetheless, to improve our gender gap in our industry, we continue to place real focus upon finding female candidates for all roles throughout the business and we are pleased to report real success in this area.

## Apprenticeships & Graduates

We are committed to our early careers initiatives and continue to be a driving force in the Apprenticeship arena. Typically, our Apprenticeships are in roles which are historically male dominated, such as Technicians, and we are proud to have 10 females working towards a formal Apprentice accreditation, and we will ensure we maintain our focus on this area in years to come.

As we continue to seek new ways in which to grow and retain our future leaders, we have continued to invest in Trainee roles in all areas of the business.

As always, we welcome applications from all genders, ensuring there are no historical industry misconceptions during the recruitment process. By making Swansway open, welcoming and diverse we should be able to encourage more people from all walks of life to join our business and retain them.

I confirm that the information in this statement is accurate.



Michael Smyth  
Chairman

April 2025