

GenderPayReport 2019

Introduction

This is the second year Motordepot have reported their Gender Pay Gap and we are delighted to have seen some fantastic results in 2019 compared to our position in 2018.

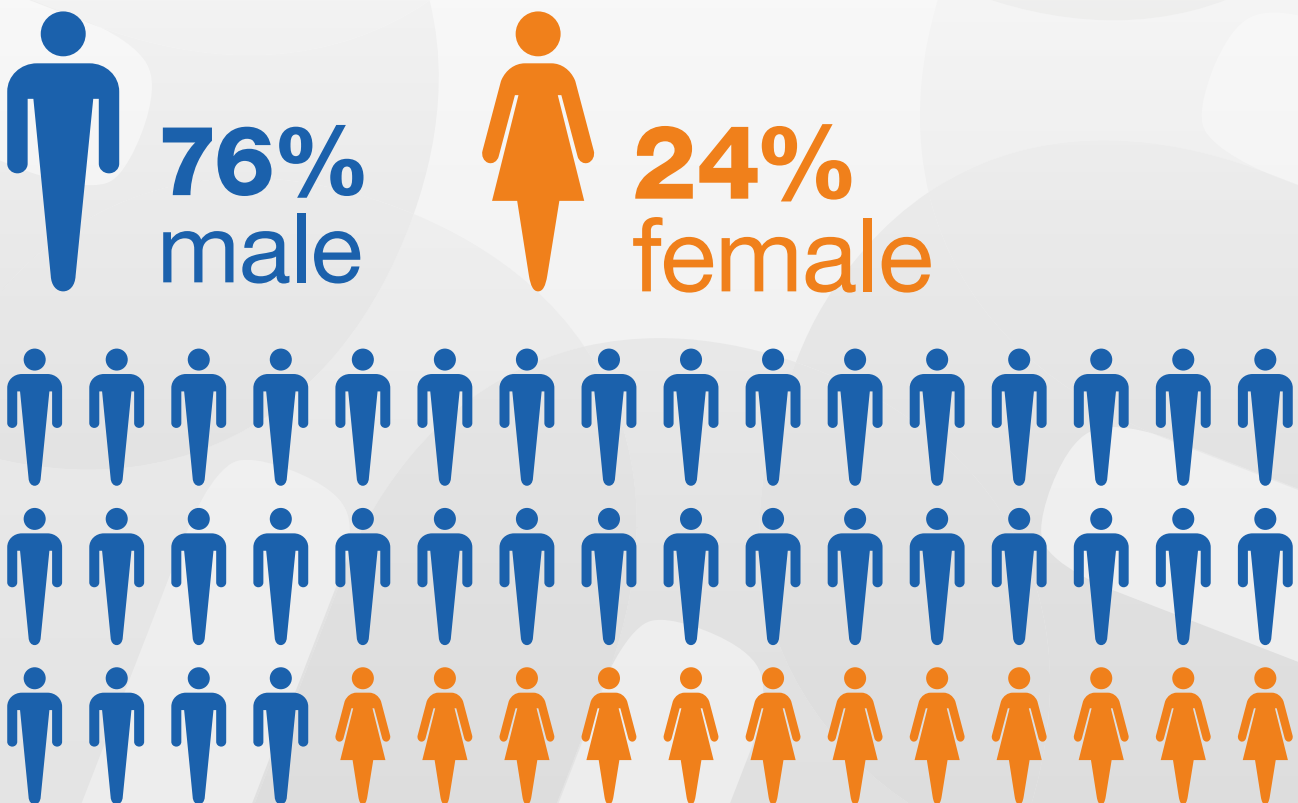
It is widely reported that the automotive industry is traditionally male dominated, historically this has been the position. Motordepot continue to make great strides in educating that this is no longer the case. We truly believe that by making the smallest of changes can create a diverse workforce, one that represents the communities in which we retail. We are a team that values everyone's contribution and have a varied workforce of different skills, backgrounds and knowledge. Our team is our success, and this is never taken for granted.

We continue to challenge barriers to entry and progression within our business and look for innovative ways to address our gender imbalance. We envisage that this will contribute even further to our aim of achieving the best customer experience and service when purchasing a car with us.

Here at Motordepot we aim to ensure that our employees feel valued and supported as individuals. We continue to aim to retain our talented, committed and experienced workforce. We look closely at the reasons why when employees choose to leave us and act promptly to any patterns to turnover.

Our gender pay and reporting statistics for staff employed as at 5th April 2019

As at the 5th April 2019 24% of our workforce were female and 76% Male



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The gender pay gap shows the difference in the average hourly earnings of men and women across the company regardless of their role. The statistics can be affected by a range of factors, including the different number of men and women across all roles right across the workforce.

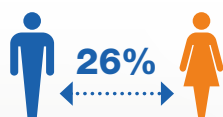
The gender pay gap is different from equal pay. Equal pay is about men and women receiving equal pay for the same jobs, similar jobs or work of equal value.

Under the regulations there are two ways to measure the pay gap:

Median Pay Gap

The median pay represents the middle point of a population. For example, if you lined up all the women working at Motordepot and all the men, the median pay gap is the difference between the hourly rate of the middle women compared to the hourly rate of the middle men.

As of April 2019, our Median pay gap was 26%.

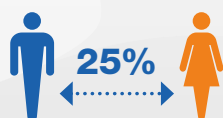


When we compare this to the 2018 figure of 40% this is a fantastic statistic continuing to take us in the right direction in minimising our median pay gap.

Mean Pay Gap

The mean gender pay gap is the difference between the average hourly rate of pay for women compared to the average hourly rate for men working at Motordepot.

As of April 2019, our mean gender pay gap was 25%.



Compare this to our 2018 result and there has been an 11% improvement in closing our mean pay gap.

Gender Bonus Gap

As of April 2019, the proportion of our men and women paid a bonus was Males 76% and Females 48%.



Our Median Bonus gap was 14% and our Mean Bonus gap was 15%.

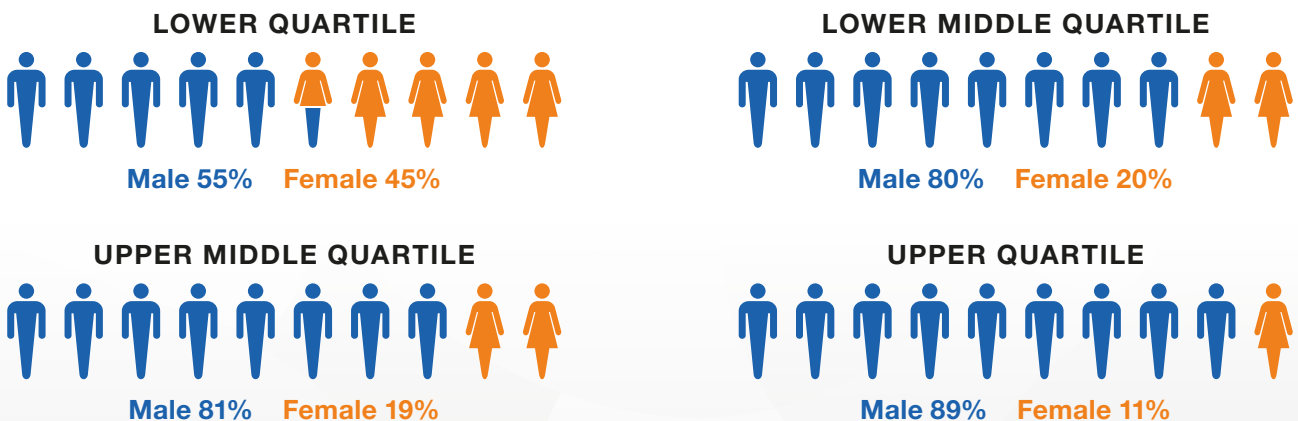
We believe our bonus gap is influenced by currently having more men than women in our sales roles as these roles attract a higher commission payment. When comparing our result to 2018 there has been a staggering improvement in reducing the bonus gap, the mean gap in 2018 was 40% and the Median 54%.

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Gender population by pay quartile

As required by the regulations we have split our paid colleagues into four equal quartiles based on their average total hourly rate of pay to show the gender distribution for each quartile.

Although we have improved slightly in having more females in the Upper Middle and Upper Quartiles in 2019 we recognise that there is further improvements to be made to recruiting and progressing more females into senior positions within the company.



Why we believe our Gender Pay Gap is improving

Historically, attracting female talent into the automotive industry has been seen to be a challenge. This is fully recognised at Motordepot and as such we question and openly confront the reasoning around this. We continue to work in partnership with the Careers and Enterprise Company, Local Councils and Enterprises, Schools and Colleges promoting the Automotive industry as an attractive career opportunity for all.

Although we still have a high percentage of males in our sales roles, which attract high commissions, we have made a concerted effort in this area of recruitment by holding recruitment events where both male and female Customer Advisors and Managers are present in equal proportions. We believe the bonus gap will continue to close as we aim to redress the gender imbalance within sales. We know this will not happen overnight, but we are committed to achieving this.

All of our Branch Managers are male, this role attracts a higher salary and bonus we therefore continue to grow our own with the aim over the next year to recruit our first female in this role.

We promote internal recruitment/promotion and as we have a high proportion of males this can make the pool for promotion predominantly male applicants. We encourage our females to apply for promotional opportunities and try to ascertain any barriers to females applying.

Our busiest times are weekends, evenings and Bank Holidays, we know that this working pattern may suit part time roles and as such are working towards aligning our workforce to our trends in customer footfall/contact. Although our gap has improved overall in all reporting areas in 2019, we recognise that there is still a lot to do.

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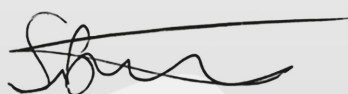
What we plan to do differently/continue to do to close the gap.

We are working hard on flexible job design, offering our colleagues more flexibility to establish a better work-life balance, something we know is important to our employees.

- Continuing to change mindsets in relation to flexible working at all levels and thinking creatively about if and how we can adapt our positions, is something we will continue to focus on achieving.
- Recruitment, we will continue to develop our managers in ensuring we appoint people based on their skills, experience and their alignment to our employee and company values.
- We will continue to work closely with local schools, colleges, the Careers and Enterprise Company and local Councils promoting the careers available in the Automotive Industry and will ensure that all our branches are involved in these important partnerships.
- Leadership/Management Development, we will continue to encourage our female colleagues, who want to progress, to enrol onto our internal management and leadership programmes.
- We hold regular employee representative meetings and we will utilise this forum to try to understand some of the challenges our female employees may have in their career progression and development with us.
- We will continue to ensure that any pay changes are agreed by a male and a female. We will continue to ensure there is no bias in the way in which our bonus payments are calculated.
- Our induction process, manager and leadership programmes will be enhanced to include a section on diversity awareness. We will promote the successes of our female colleagues.
- Beyond gender, we are committed to ensuring we are a diverse and inclusive employer and that our workforce is reflective of the communities we serve.
- Motordepot continue to be confident that all our male and female colleagues are paid equally in their specific job role.

We fully recognise the significant value both men and women bring to the company. We are committed to continuing to achieve a more gender balanced workforce across all levels of the company, particularly at senior levels.

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



Stephen Butterley

Managing Director, Motor Depot Ltd

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