



Gender Pay Gap Report

April 2023

Motorpoint Group Plc





Definitions of the report

The difference between *Gender Pay Gap* vs **Equal Pay**

It's important to distinguish between the gender pay gap and equal pay as the two are often confused.



Gender Pay Gap

The gender pay gap is the difference between the average pay of men compared with the average pay of women and is expressed as a percentage difference.



Equal Pay

Equal pay is the legal requirement for men and women to be paid the same for performing the same work or work of equal value.



How do we get the numbers?

Mean:

Sum of the hourly pay rate for all women in the organisation, divided by the total number of women. We then repeat the process for the men and the pay gap is the difference between the two.



Median:

The median gap is calculated by listing the hourly pay rates for each of the two groups and taking the middle amount (the median). We then subtract the median figure for the women's group from the men's, divide it by the men's median hourly pay rate and multiply by 100 to get the percentage.





“An inclusive culture at Motorpoint”

“We want everyone to be proud to work for Motorpoint. We want to make sure that there is respect for difference and there’s true inclusion at every level of our workforce, and for our customers, right across the UK.

We believe that everyone should be welcomed and treated equitably by being given the same access to opportunity & reward and enabling individuals to be their true self.

An inclusive culture at Motorpoint is our aim, a culture where our values **Happy, Honest, Supportive and Proud** underpinned by working **Together** are more than words but are demonstrated by all of us each and every day.

We are proud of the positive changes we have seen in our business and that our pay gap is closing, however we recognise there is still work to be done and we are focused on ensuring that is a priority, not only in our business but across the wider sector.”

Cat Moseley, Chief People Officer



Happy



Honest



Supportive



Proud



Together

Our Business in Numbers



Gender HC by type of role

Role	Female	Male	Total
Senior Leadership	3	10	13
Leadership	14	29	43
Manager	36	64	100
Team member	160	603	763
Total	213	706	919



Total Pay Gap 5th April 22

Mean 18.1%

Median 3.4%



Salary Pay Gap

Mean -1.8%

Median 0.2%



Bonus Pay Gap

Mean 65.7%

Median 28.2%

We are pleased to report that our gender pay gap, for the reported period, has reduced again. This has been a year-on-year trend and one we will continue to focus on. The gap has reduced in the mean and median distribution for total pay and bonus based pay.

When we look at the 'salary only data' we see a positive sway to females with a -1.8% gap, however when bonus commissions are applied, we see a negative shift.

What drives the Gap?

There are two main contributing factors driving our gap, the lack of female representation in the commission based roles and a low female to male ratio in our upper quartile.

Quartiles

Upper Quartile	13%	87%
Upper Mid Quartile	30%	70%
Lower Mid Quartile	25%	75%
Lower Quartile	26%	74%



Closing the Gap

Creating an inclusive and equitable workspace for all employees is a priority for us. Investment in education, skill and powerful partnerships is key to accelerating our journey to achieving this and total pay parity.





Creating a Culture of Equity & Inclusion

We have partnered with a number of specialists to ensure our Diversity, Equity and Inclusion strategy is truly informed. To support with driving gender equality & equity we partner with the **Automotive 30% Club**, our CEO Mark, took up the role of Patron for the Automotive 30% Club in 2022. Diversity Jobs Group supports us in reaching female candidates for roles in a traditionally male dominated industry. In addition to this we are working closely with Fiona Daniel, founder of **FD21** who supports businesses in driving their inclusion strategy. Fiona is specifically supporting us in building our Inclusive Leadership Programme, which will ensure that our Leadership teams are fully equipped to create and drive a true inclusive and equitable culture.



“we want to ensure that our female team members feel supported throughout their journey with us”

Supportive is one of our key values and we want to ensure that our female team members feel supported throughout their career. We have created support channels and networks through our internal communication platform, specifically a ‘Women’s Health’ channel to provide a safe space to discuss key health and wellbeing issues women may face, such as the menopause. The aim of this is to remove the associated stigmas and facilitate support and guidance from peers. These forums are open to all employees regardless of gender and offer education and support in order to accelerate positive change. As part of this we have signed the Wellbeing for Women Menopause Workplace Pledge and take positive action to remove stigma.

This year has also seen us raise the subject of equity and inclusion further up the strategic agenda and we have established an ESG committee. This committee is accountable for all areas of Social Governance and is made up of key leaders and a number of employee representatives from across the business. The Plc board meet with this committee every quarter.

In further closing the Gender Pay Gap, a key challenge for us is the number of female representatives in our upper quartile, which is the key decision-making area of our business. In order to ensure we don’t experience gender misalignment in our decision making processes we have a number of boards in place, including our ESG committee and our Remuneration Committee, which are both chaired by female non-executive Directors.



Nurturing Talent

We're proud that we are building real strength in our upper mid quartile and Female leaders now operate in 20% of our operational leadership roles. Something that up until recent years has seen zero female leaders in post. Reviewing our organisational design, the flexibility attached to roles, listening to what matters to people and ensuring we reflect that in our organisational design has really enabled us to attract top female talent into key operational roles.

We recognise that we still have a long way to go in closing the gap. In doing so we are maintaining our momentum when it comes to nurturing future talent and building an equitable career path. This includes:

All our managers are fully trained in recruitment and selection.

Quarterly talent reviews are facilitated by Heads of People for consistency and fairness in calibration.

Partnering with Core Coaching & Enablement to deliver our Core Women Programme, a voluntary programme that builds confidence, capability and empowerment to women across the business.

New recruitment system is in place to allow anonymous job applications removing any unconscious bias from the screening process.





Inspiring the Next Generation

Our partnership with the Cornerstone Employers network is in its 4th year and we are proud to be one of the key employers in the region working directly with schools to engage and inspire secondary school pupils as part of their career guidance and planning. Alongside this our dedicated Early Careers Manager has been focussed on supporting a number of local schools with career talks, attending schools specifically to talk to teenage girls about their careers as part of the Automotive 30% Club's initiative, informing to inspire.

