



Gender Pay Gap Report

April 2024

Motorpoint Group Plc





Definitions of the report

What is the Gender Pay Gap?

The gender pay gap is the difference between the average hourly pay of men and women across all roles within a business. The total pay includes salary, commissions & bonuses.

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



Gender Pay Gap

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



Equal Pay

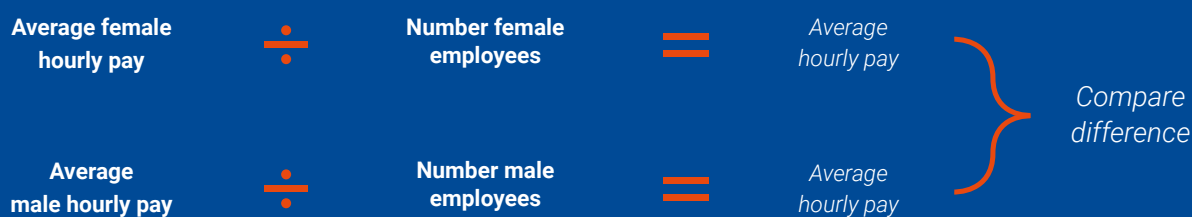
Equal pay is concerned with pay for equal work and is a legal requirement for everyone to be paid equally for performing the same work or work of equal value.



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.





We want all of our team to be proud to work for Motorpoint. We work hard to ensure that we are inclusive at all levels of the business and there is true respect and appreciation for diversity, not only for our workforce but to ensure that we are a true representation of our customers and the communities in which we operate.

We're proud to have a culture that lives and breathes our Supportive, Happy, Honest and Proud values, underpinned by working Together. We ensure that everyone is welcomed and given equitable opportunity to succeed and be their true selves.

We are proud of the positive changes we have seen in the last year, and the significant improvement in our pay gap this year. However, we recognise that there is still work to be done, not only in our business but across the wider automotive sector.

Mark Carpenter, Chief Executive Officer



Happy



Honest



Supportive



Proud



Together

Our Business in Numbers



Gender HC by type of role

Role	Female	Male	Total
Senior Leadership	2	9	11
Leadership	13	36	49
Manager	31	55	86
Team member	127	516	643
Total	173	616	789

Senior Leadership	18.2%	81.8%	100%
Leadership	26.5%	73.5%	100%
Manager	36%	64.0%	100%
Team member	19.8%	80.2%	100%



Total Pay Gap 5th April 23

Mean 7.1%

Median -0.2%



Salary Pay Gap

Mean -11.3%

Median -1.7%



Bonus Pay Gap

Mean 58.3%

Median 14.2%

We are pleased to report that our gender pay gap, for the reported period, has reduced significantly since our last report.

This has been a year-on-year trend and one we will continue to focus on. The gap has reduced significantly in both mean and median distribution for total pay. This is attributed to the fact that more females hold leadership and higher paid positions within the business, which is a positive step forward towards closing the Gender Pay Gap at Motorpoint.

This is also the case when look at our salary only data where we see a positive sway to females with a -11.3% gap. On further analysis we can see that the average basic salary for females at Motorpoint is 40% more than it was in 2022.

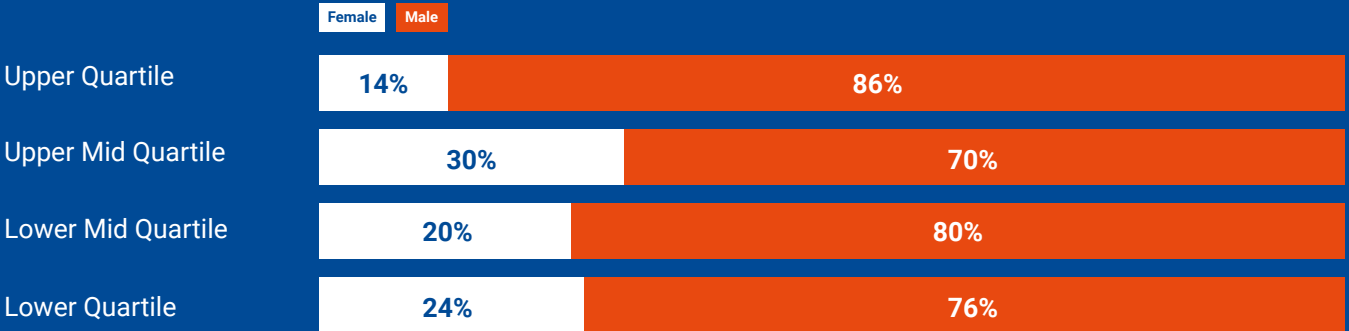
Our Business in Numbers



What drives the Gap?

There is a continued perception that the motor trade is a male orientated industry and at Motorpoint we find that this, alongside the lack of female representation in our commission based roles and a low female to male ratio in our upper quartile are the reasons why we have a gap in gender pay

Quartiles





Closing the Gap

We want to breakdown the preconceptions of the motor trade so creating an inclusive and equitable workspace for all employees is a strategic priority for us and something we are consciously working on. Investment in education, skill and powerful partnerships has been key for us and will accelerate our journey to removing the gap and achieving total pay parity.





Creating a Culture of Equity & Inclusion

Supportive is one of our key values and we want to ensure that our female team members feel supported throughout their journey with us. We have created support channels and networks through our internal communication tools, 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 make sure everyone going through the menopause is supported.



Our approach to equity and inclusion remains high on our strategic agenda and we are proud to have an established ESG committee. This committee is accountable for all areas of Social Governance and is made up of key leaders in our business including our Chief Executive Officer, Chief Financial Officer and a number of employee representatives from across the business. The Plc board meet with this committee every quarter. Alongside this, Mary McNamara, our Senior Independent Director holds regular forums with the team to ensure that feedback on our approach to equity, diversity and inclusion is fed back to the board of directors.

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 chaired by female non-executive Directors.

“we want to ensure that our female team members feel supported”



Nurturing Talent

We're proud that we are building real strength in our upper mid quartile and Female leaders now operate in 30% 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 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:



- › Ensuring all our managers are fully trained in recruitment and selection.
 - › Ensure that all managers receive Unconscious Bias Training as part of their role.
 - › Ensuring full company talent reviews are facilitated by Heads of HR regularly for consistency and fairness in calibration.
 - › Continue our successful partnership with Core Coaching & Enablement to deliver our Core Women Programme, a voluntary programme that builds confidence, capability and empowerment to women across the business.
 - › Anonymising all candidates' personal details on their job applications to remove unconscious bias from the recruitment process.
- › Communicate our results internally as well as externally and ensuring our teams are able to feedback to us if they have any additional ideas or feedback on how we can continue to ensure a pay gap does not exist within our business. Continue to coach and train our managers on diversity and inclusion.
 - › Continue to measure the impact of our equity, diversity and inclusion strategies.
 - › Breakdown preconceptions of the industry and encourage females into under-represented roles such as Sales and Workshop.
 - › Showcase the achievements of our female role models both internally and externally through social media channels.
 - › Ensure that our family friendly policies are continually reviewed and remain relevant and impactful in attracting and retaining female talent to Motorpoint.
 - › Continue to work closely with female talent to build confidence and encourage progression within Motorpoint.