

Gender Pay Gap Report 2020/2021

The Motorline Group are a family run organisation with strong family values. We understand that the success of our business relies upon the performance of our employees and we are fully committed to creating a diverse workforce who can positively meet the needs of all our customers.

Pay and Bonus Differences

	<u>Mean</u>	<u>Median</u>
Hourly Pay Difference	26.6%	24.9%
Bonus Pay Difference	47.7%	48.8%

The Reason for the Pay Gap

The Motor Trade has historically been male dominated and this continues to be the case. For example, almost all of the Motor Vehicle Technicians within this year's snap shot date are male.

The reason for the Gap is largely attributed to the lack of interest from females wishing to join our industry.

Currently, roles which provide a bonus are the roles most occupied by males. It is typical of the automotive sector to provide commissions and a high proportion of commission and bonus-based roles are those whereby males are more prominent. A large proportion of female employees are in business support roles which bonus and commission payments are not applicable and their on-target earnings are less reliant on commission-based earnings.

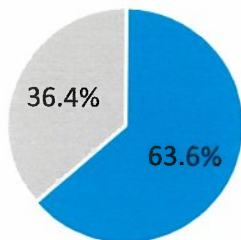
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Pay Quartiles

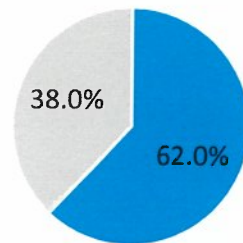
The Motorline Group's workforce have more males in senior roles than females and this is reflected in the following quartile results.

Lower Quartile



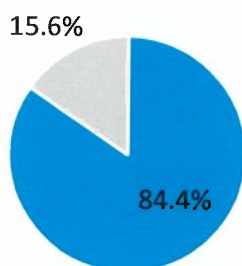
■ Male ■ Female

Lower Middle



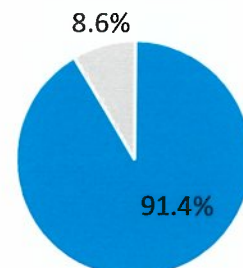
■ Male ■ Female

Upper Middle



■ Male ■ Female

Upper Quartile



■ Male ■ Female

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Motorline group of companies registered in England & Wales: Motorline Holdings Limited 05478773, Motorline (Broad Oak) Limited 10270930, Motorline Limited 01848722, Motorline (Canterbury) Limited 08237424, Motorline (Kent) Limited 04899072, Driveline Limited 04626624. Registered office: Motorline House, Shalloak Road, Broad Oak, Canterbury, Kent, CT2 0PR.

The Equality Act 2010 (Gender Pay Gap Information) Regulation 2017 requires organisations with multiple legal entities to report each relevant entity which employs more than 250 people.

		Motorline Ltd	Driveline Ltd	Motorline (Kent) Ltd
Mean pay gap		28.4%	27.4%	22.1%
Median pay gap		25.3%	25.5%	33.7%
Mean bonus gap		60.3%	46.1%	22.1%
Median bonus gap		61.7%	25.7%	21.9%
Lower quartile	Male	57.9%	74.6%	61.1%
	Female	42.1%	25.4%	38.9%
Lower middle quartile	Male	47.3%	66.7%	66.7%
	Female	52.7%	33.3%	33.3%
Upper middle quartile	Male	84.8%	87.3%	91.1%
	Female	15.2%	12.7%	8.9%
Upper quartile	Male	85.6%	95.2%	93.3%
	Female	14.4%	4.8%	6.7%
Proportion receiving a bonus	Male	61.0%	69.0%	65.6%
	Female	22.2%	11.1%	13.6%

How Are We Addressing the Difference?

The Motorline Group are committed to closing the Gender Pay Gap with these principles:

- Continue to actively promote the motor industry and our organisation at schools and colleges and encourage more females into the automotive profession.
- Identify future female senior leaders for development and encourage females to take part in our leadership development programme with the help of our in-house training academy.
- Identify new ways of rewarding our support roles.
- Reduce our sales working week in order to address our employees work-life balance and to attract and retain more female employees.

We confirm that the Data Reported is accurate.



Thomas Obee
Chief Executive Officer

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