



CAR GIANT LTD

GENDER PAY REPORT 2019

This report constitutes Car Giant Limited’s (“Cargiant”) second mandatory Gender Pay Report and relates to the period including the snapshot date; 5th April 2019.













The gender pay gap shows the difference between the average earnings of men and women. It is a valuable tool companies can use to assess levels of equality in the workplace, although it differs from equal pay.

On the snapshot date, Cargiant’s headcount was 725 employees highlighting a 4.2% increase in it’s workforce. However further analysis indicates that the increase was predominantly of male staff. As is reflective of the wider automotive industry, Cargiant employs a significantly larger proportion of males than females as shown below, however, it is important to note that whilst the overall headcount has increased, the number of females working for Cargiant has reduced further since our last report.

2018	2018	2019
Male Employees	637	670
Female Employees	59	55
Total	696	725



GENDER PAY AND BONUS PAY GAP

	Mean			Median		
	2017	2018	2019	2017	2018	2019
GENDER PAY GAP	6.4% 	10.3% 	13.4% 	-2.9% 	11.6% 	9.2% 
GENDER BONUS GAP	55.3% 	51.8% 	62.7% 	10.3% 	-2.0% 	14.9% 

PROPORTION OF EMPLOYEES RECEIVING A BONUS

	Received Bonus	No Bonus
Males	98.8%	1.2%
Females	100%	0%

The gender pay gap remains positive in comparison to last year, however whilst the mean gender pay gap continues to increase, the median gender pay gap has reduced slightly. The change in the median gender pay gap is likely due to the increase in male staff being employed in lower paid roles within Cargiant. Nevertheless, the gender pay gap remains relatively small.

The mean hourly rates for both males and females have increased since last year's report, from £14.22 to £15.18 and £12.75 to £13.15 respectively. It is important to highlight that in the previous two years, the mean hourly rate for females remained constant (£12.77 in 2017 and £12.75 in 2018), however, this year we have seen a 3% increase, indicating the female earning potential has increased.

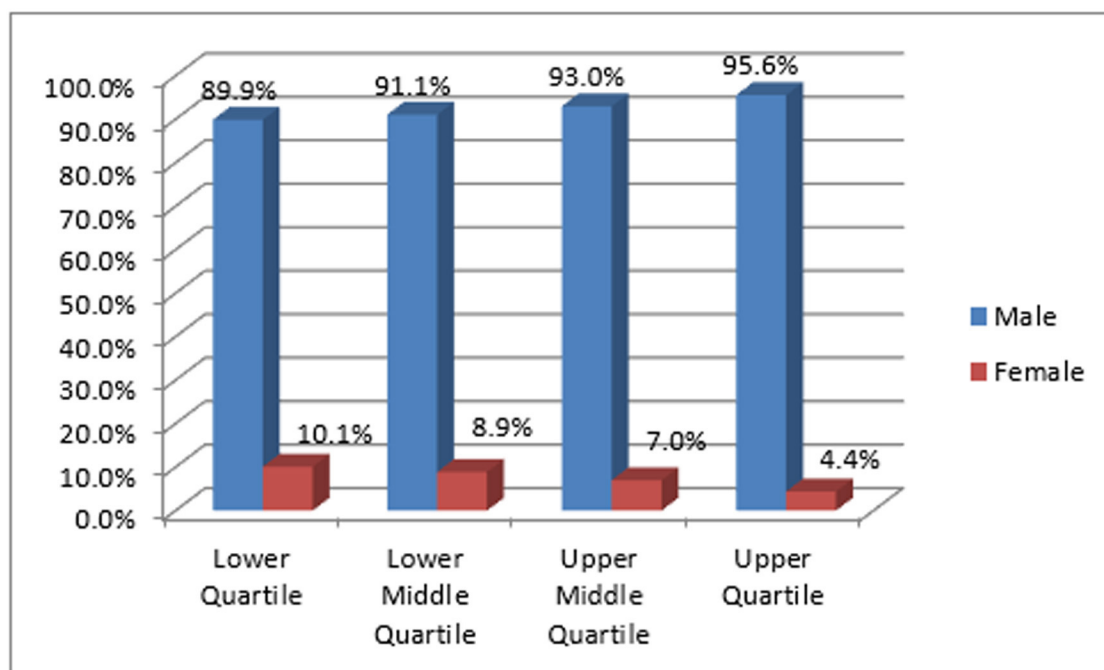
Similarly, the median hourly rate has increased by 4.79% for males (from £12.52 to £13.12) and by 7.59% for females (from £11.07 to £11.91) further supporting the argument that female earning potential has increased at Cargiant.

As was the case in previous years, all employees of the company receive a Good Time Bonus ("GTB") except for a small proportion of buyers who are all male, thus accounting for the small proportion of male staff who don't receive a bonus.

The mean gender bonus gap remains significantly positive at 62.7% again due to high commission earning roles, such as Sales Advisors and Finance Business Managers, being predominantly occupied by males. What was surprising was the median bonus gender pay gap returning to a positive one, which would be explained by increased sales of commission earning staff who are largely male, following a quieter period in 2017 and the departure of a few commission earning female members of staff.

Despite our efforts to increase the number of women in commission earning roles, this has not been successful due to the nature of the industry and unsociable hours.

PAY QUARTILES



The distribution of males and females across the quartiles remains similar to previous years, however, with the largest proportion moving from the Lower Middle, to the Lower quartile. Although the Upper Quartile continues to have the lowest proportion of women, this has reduced from 6.0% in 2018 to 4.4% in 2019, not least due to the departure of two female managers.

	Mean		Median	
	2018	2019	2018	2019
Lower Quartile	0.33%	-0.32%	0.00%	0.21%
Lower Middle Quartile	3.45%	-0.76%	3.48%	5.88%
Upper Middle Quartile	2.85%	2.43%	0.67%	3.29%
Upper Quartile	4.80%	7.41%	8.32%	8.66%

Further analysis of each quartile highlights small changes in the mean and median hourly rates within each quartile. The average hourly rate within the two lower quartiles are now slightly negative, highlighting that women are on average earning more than last year. However, the increase from 4.80% to 7.41% in 2018 and 2019 respectively, in the upper quartiles indicates males continue to earn more than females.

It should again be noted that the three Directors of the company are all males, as are the top performers in sales, and the number of females working for the company has decreased. The company will continue in its efforts to recruit more women, especially within higher paid and commission based roles.

I confirm the data and information reported is accurate.



Michael Holahan
Managing Director