

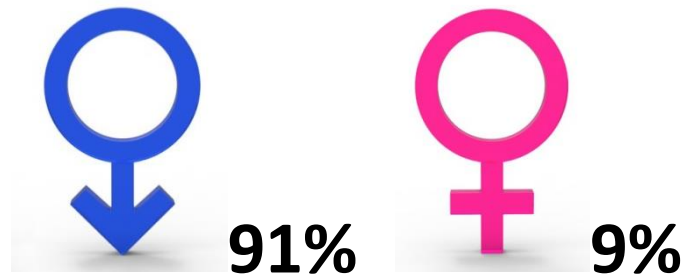
# CAR GIANT LTD

# GENDER PAY REPORT 2023

This is Car Giant Ltd (“Cargiant”) fifth year of publishing its gender pay information. We have calculated our Gender Pay Gap and Gender Bonus Gap as of the snapshot date of 5<sup>th</sup> April 2023.









The Company’s total headcount reduced from last year to 489 employees due to changes in recruitment. The analysis below shows a marginal change in staff numbers between Males and Females

	2022	2023
<b>Male Employees</b>	449	443
<b>Female Employees</b>	48	46
<b>Total</b>	497	489



Below is the Gender Pay

**GENDER PAY GAP**

2022	Mean	Median	2023	Mean	Median
<b>GENDER PAY GAP</b>	18.9% 	7.5% 	<b>GENDER PAY GAP</b>	18.4% 	4.3% 
<b>GENDER BONUS GAP</b>	56.2% 	55.6% 	<b>GENDER BONUS GAP</b>	57.1% 	57.6% 

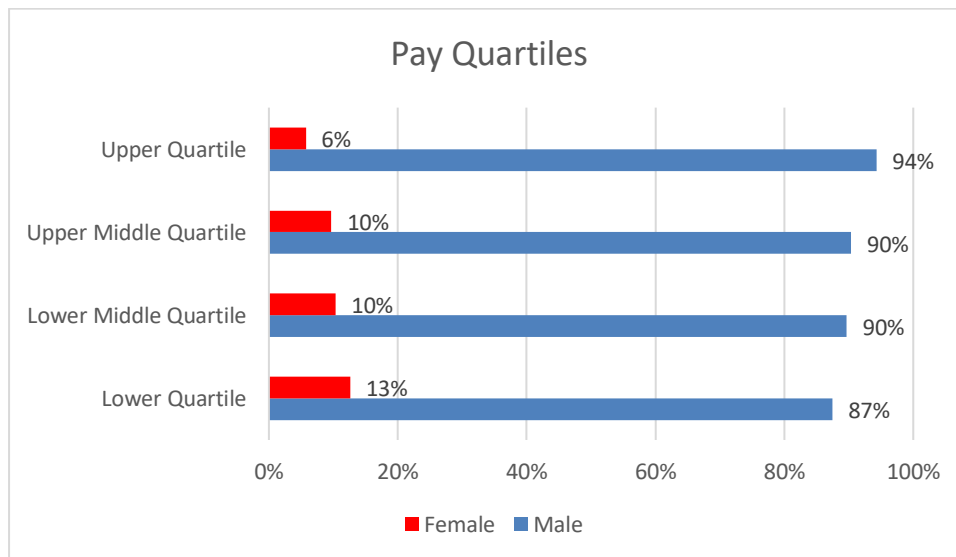
**PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT**

Year	2022		2023	
	Received Bonus	No Bonus	Received Bonus	No Bonus
<b>Males</b>	41.0%	59.0%	35.2%	64.8%
<b>Females</b>	48%	52%	46%	54%

The above data shows that compared to last year the gender gap has reduced to 18.4%. and the median pay gap fell to 4.3% which is lower than the UK national average gender pay gap, which was a median of 8.3% in 2023 (according to the UKHSA 2023) <https://www.gov.uk/government/publications/dhsc-gender-pay-gap-report-and-data-2023/2023-gender-pay-gap-report>

In 2023, there was a significant increase in the average bonus each employee received, highlighting the Car Giants commitment to generously reward its staff. Impressively, the company achieved perfect gender equity in bonus distribution by 2023, overcoming the minor disparities from the previous year. This positive development showcases the Car Giants successful efforts towards creating a more inclusive and rewarding work environment.

#### PROPORTION OF MALES AND FEMALES IN EACH QUARTILE



The hourly pay for both males and females was arranged from the lowest to the highest and then divided into 4 quartiles. The division was done as evenly as possible – the quartile numbers were: 122 - lowest quartile; 123 - lower middle quartile; 123 - upper middle quartile; and 121 - upper quartile. This meticulous approach revealed a dynamic representation of males across all quartiles, highlighting the diversity within our industry.

Upon examination, it became clear that the variation in pay between genders within our company mirrors the unique career paths often pursued by males and females, shaped by the nature of roles and the industries they dominate, rather than any inequity in compensation for the same positions. Car Giant operates within a sector historically dominated by a male workforce, which is reflected in our current staff composition. This has inadvertently contributed to a statistical gender pay gap.

It's important to emphasize that the observed gap does not reflect disparities in pay for the same roles but rather illustrates wider industry patterns. Although we've faced hurdles in diversifying our team recently, our success in retaining female staff remains strong. We're committed to persisting with our collective strategy towards recruiting women. This accomplishment highlights our steadfast commitment to creating a workplace that is both inclusive and supportive.

We remain hopeful and dedicated to advancing women's representation and securing equal opportunities for everyone at Car Giant. Our pledge to cultivate talent, regardless of gender, and to defy industry standards is unwavering. By implementing strategic plans and fostering an inclusive environment, we are committed to closing the gender gap and advocating for equality across our workforce.

Our goals include:

- Persisting with our cooperative and focused efforts towards recruiting women.
- Motivating women to take on positions in our workshops and sales teams by dismantling industry stereotypes.
- Providing training and mentorship to our current female employees to boost their confidence and career advancement within Car Giant.



**Michael Holahan**  
**Managing Director**