



CAR GIANT LTD

GENDER PAY REPORT 2018









This report constitutes Car Giant Limited's ("Cargiant") second mandatory Gender Pay Report and relates to the period including the snap shot date; 5th April 2018.

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.

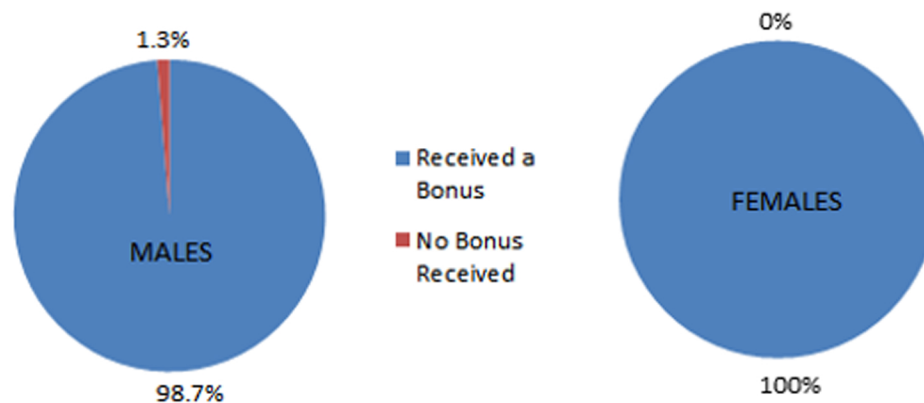
On 5th April 2018, Cargiant's headcount was 696 and was made up of 637 male employees and 59 female employees. This is a 17.8% reduction in headcount compared to our last Gender Pay Report and further analysis shows the reduction was more prevalent in our female headcount (22.4%) compared to our male headcount (17.4%), thus influencing our Gender Pay Gap results.



GENDER PAY AND BONUS PAY GAP

	Mean		Median	
	2017	2018	2017	2018
GENDER PAY GAP	6.4% 	10.3% 	-2.9% 	11.6% 
GENDER BONUS GAP	55.3% 	51.8% 	10.3% 	-2.0% 

PROPORTION OF EMPLOYEES RECEIVING A BONUS



The gender pay gap and bonus pay gap results have differed somewhat since our last report.

Comparative to last year and reflective of the wider automotive industry, Cargiant's workforce remains predominantly male (91.5%), however now with even fewer females (8.5%). The mean gender pay gap has remained positive but increased from 6.4% to 10.3% and interestingly, the median gender pay gap has moved from a negative gap to a positive one. Although positive mean and median gender pay gaps were found, they both remain relatively small.

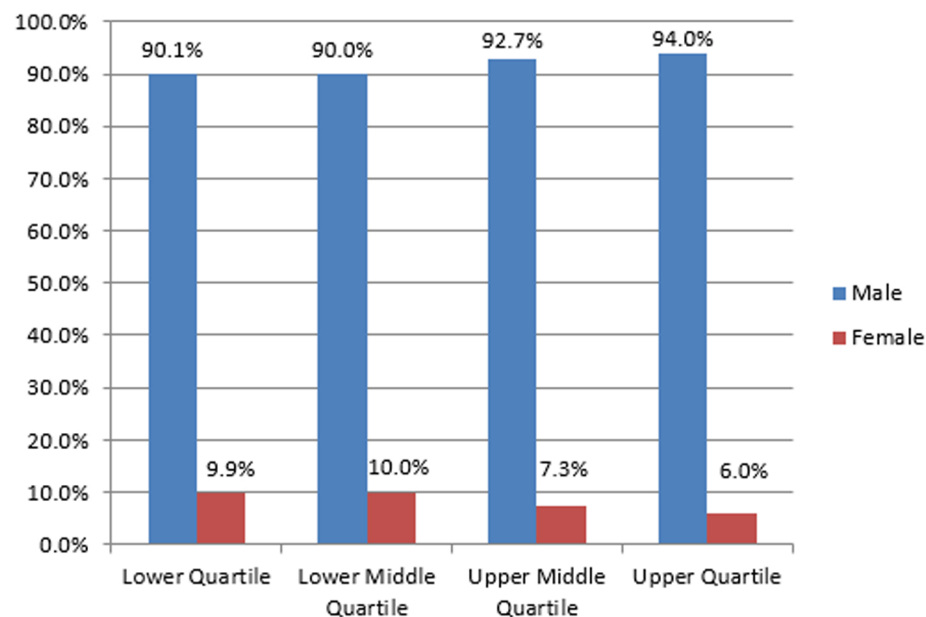
The mean hourly rate for female full pay relevant employees remained stable at £12.75 compared to £12.77 in 2017, however for male full pay relevant employees this increased from £13.65 to £14.22. In contrast however, whilst the median hourly rate increased from £11.87 to £12.52 for males, it decreased from £12.22 to £11.07 for females. This disparity can partially be attributed to salary increases being issued to a small number of employees, who were mostly male, as well as several long serving and commission earning female employees leaving the organisation, both of which took place in December 2017.

Simultaneously we experienced high levels of attrition and difficulty recruiting into our low skilled manual roles, which are mostly held by males, resulting in fewer lower paid employees and widening the gender pay gap.

Cargiant continues to operate a Good Timekeeping Bonus (GTB) scheme which is paid weekly to all employees, except external buyers who travel to different auctions across the Country. As such, the proportion of females employees receiving a bonus remains at 100% and males employees remains at 98.7%, due to all the external buyers being male (1.3%). Similarly, as most employees regardless of gender receive a GTB of equivalent value, the median bonus pay gap is small (-2.0%) in favour of women.

The mean gender bonus gap remains significantly positive at 51.8% again due to high commission earning roles, such as Sales Advisors and Finance Business Managers, being occupied mostly by males. We acknowledge that more work needs to be done to attract and recruit women into these roles, however this is largely influenced by a lack of female representation within the wider automotive industry.

PAY QUANTILES



Reviewing the pay quartiles highlights that women remain evenly distributed across all quartiles, however unlike last year, the largest proportion of female representation is now within the lower middle quartile. This is predominantly due to the departure of the long serving and commission earning females, who would have fallen within the upper middle quartile.

	Mean	Median
Lower Quartile	0.33%	0.00%
Lower Middle Quartile	3.45%	3.48%
Upper Middle Quartile	2.85%	0.67%
Upper Quartile	4.80%	8.32%

Further analysis of each quartile indicates small positive gender pay gaps within each quartile, with the largest gap understandably falling within the upper quartile, as this includes Directors, Senior Managers and top performers, who are predominantly male. However as the Company operates an equal pay structure within its roles, the disparity is primarily as a result of specialist roles and individual employee's performance and earning potential.

I confirm the data and information reported is accurate



Michael Holahan
Managing Director