



LSH Auto UK

Gender Pay Report 2018



At LSH Auto UK, our colleagues are our most treasured assets and we are committed to creating a workplace that enables our colleagues to maximise their potential regardless of gender. The automotive industry for many years has traditionally been male dominated and LSH Auto is continually looking at new initiatives to improve the gender imbalance.

People generally think automotive retailers are salesman in suits with ties – why, because that’s how it’s been for many years.

LSH Auto has a desire and appetite to change the automotive retail landscape and we have a dedicated resourcing team who are constantly working on recruitment initiatives that will attract more women into all our vacant positions. We believe what we see today will be very different from what we see in the future and our ambition is to address the gender imbalance by increasing the number of female colleagues in our business each year, growing to 34% by 2021 and 50% by 2025.

The gender pay gap explained

A pay gap is the difference in average pay between two groups within a workforce. Not to be confused with equal pay. That’s different and is about being paid equally for doing the same or similar work.

Our 2018 colleague demographic at LSH Auto UK was:



74.39% male



25.61% female

Gender Pay

Gender Pay Gap reporting regulations require companies to produce mean and median statistics.

If we lined everyone up by gender and then in order of salary from lowest to highest, the median statistic is the one in the middle and the mean is the average of them all.

Difference in mean hourly rate of pay is **39.22%**

Difference in median hourly rate of pay is **36.43%**

The figures for both mean and median hourly rate and bonus are reflective of the demographic of our organisation. Our business has more males in management positions and our average male salary (mean and median) is higher than our average female salary.

Whilst our pay gap is higher than the national average, we will continue to evolve our recruitment processes and actively work on improving the imbalance.

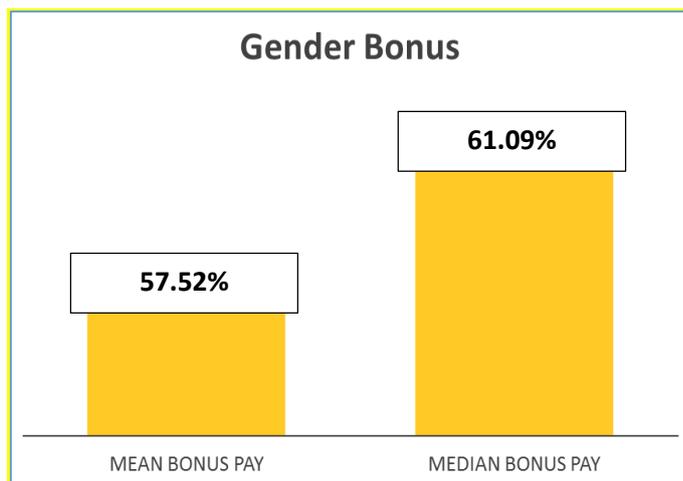
Gender Bonus - Percentage of men and women receiving bonus



86.02%



72.66%



Difference in mean bonus pay is **57.52%**

Difference in median bonus pay is **61.09%**

Our bonus pay figures confirm most of our colleagues receive a bonus.

Our sales colleagues earn bonuses for cars sold and are some of the highest bonus earners in the company and they are also predominantly male. This is commonplace within the automotive retail sector.

When we compare our sales and workshop workforce, to the workforce of non-sales and non-technical departments, we see the gender imbalance.

Pay Banding – proportion of male & female colleagues according to pay bands

Upper Quartile

Upper Middle Quartile

Gender	%	Gender	%
Female	8.05	Female	17.14
Male	91.95	Male	82.86

Lower Quartile

Lower Middle Quartile

Gender	%	Gender	%
Female	35.06	Female	41.71
Male	64.94	Male	58.29



“We are committed at every possible resourcing opportunity to improve our Gender Pay Gap and we actively encourage more female applicants into the Retail automotive sector to help improve an industry wide challenge”

**Ian Williams Chartered FCIPD
Head of Human Resources
LSH Auto UK Limited**