



LSH Auto UK

# Gender Pay Report 2017



At LSH Auto UK Limited, 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 UK is currently 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 UK has a desire and appetite to change the automotive retail landscape and we have a dedicated project team who are currently working on concepts that will provide unique and memorable experiences for both our colleagues and our customers. 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 colleague demographic at LSH Auto UK is:**



73% male



27% 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.

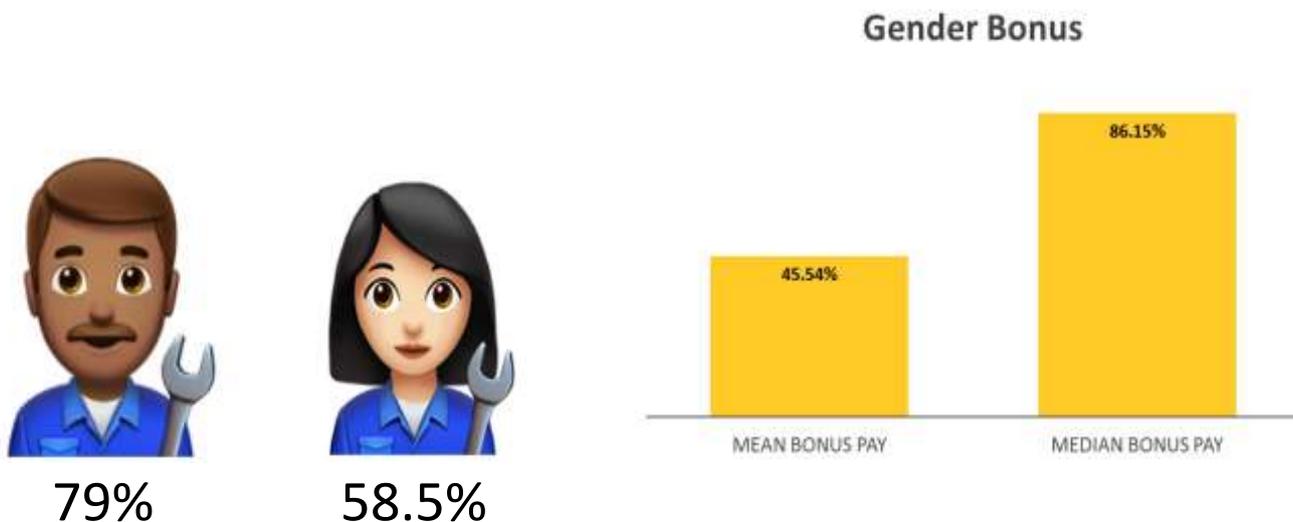
Difference in mean hourly rate of pay is **28.34%**

Difference in median hourly rate of pay is **32.79%**

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



Difference in mean bonus pay is **45.54%**

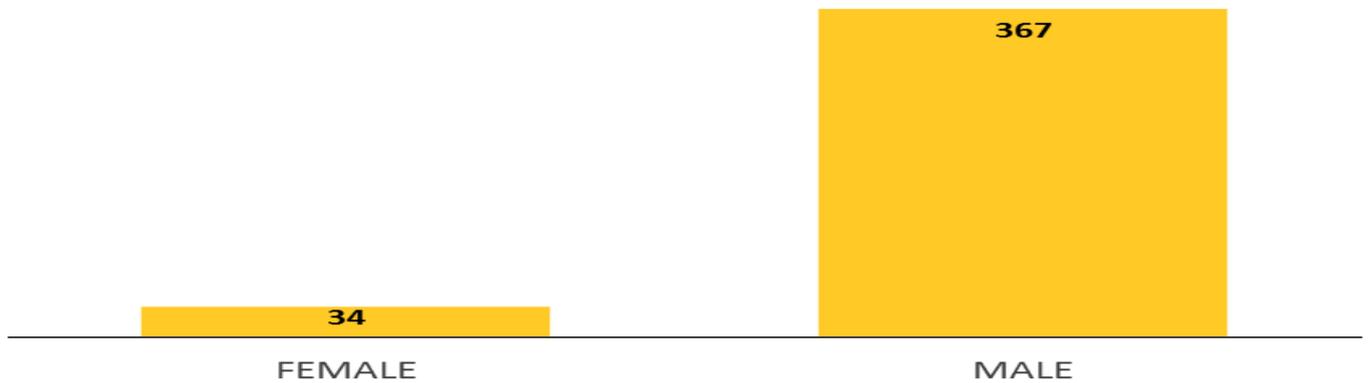
Difference in median bonus pay is **86.15%**

Our bonus pay figures confirm most of our colleagues receive a bonus, however the males receive an average 20.5% more.

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.

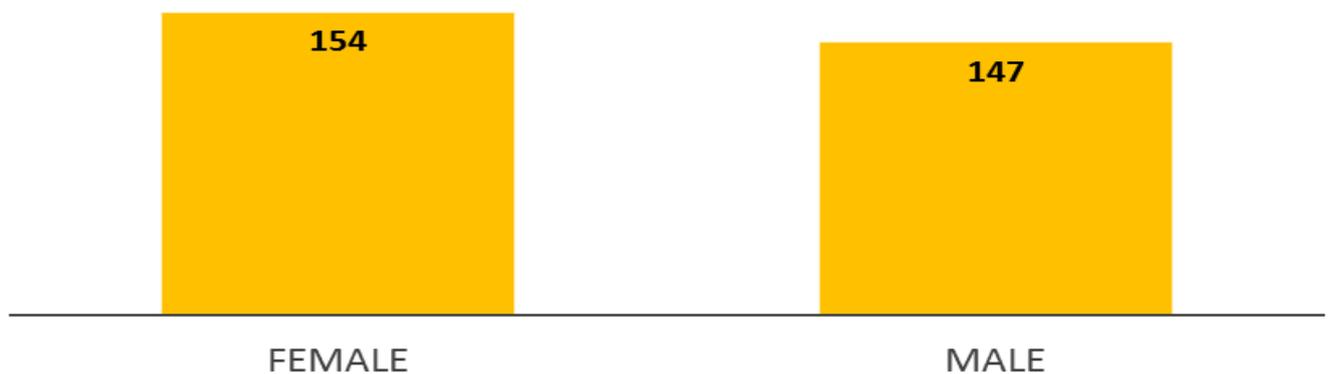
## Workshop and Sales colleague count



This chart shows the number of male and female colleagues in sales and workshop positions.

It shows we have a higher population of males in these positions and this is typically reflected in the automotive retail sector.

## Non workshop and non sales colleague count

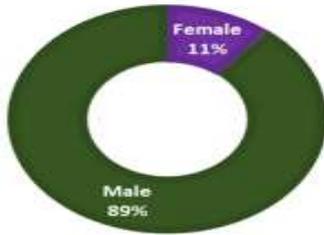


This chart shows a balanced split of male and female colleagues working in non-sales and non-workshop positions. Not all of these positions have bonus schemes or enhanced earnings potential because of the nature of the positions.

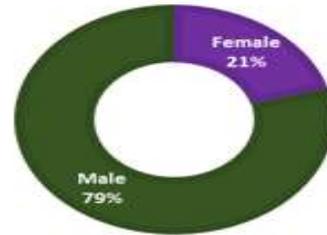
Our bonus gap is a consequence of having a larger proportion of males in sales and workshop positions.

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

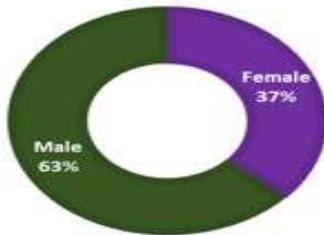
**UPPER QUARTILE**



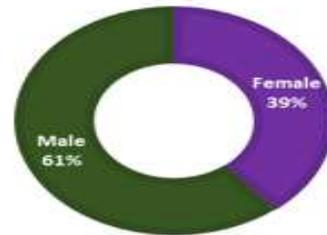
**UPPER MIDDLE QUARTILE**



**LOWER MIDDLE QUARTILE**



**LOWER QUARTILE**





“Equality and diversity includes gender - ability and performance is not gender specific. We have lots of opportunities in a new and evolving business and we encourage women to come and start a career with us”

**Ian Williams Chartered FCIPD**

**Head of Human Resources**

**LSH Auto UK Limited**

“We’re looking to increase the number of females in our business over the next 3 years and hope to achieve 34% by 2021 and 50% by 2025”

**Clive Hammond**

**Managing Director**

**LSH Auto UK Limited**

