



Gender Pay Gap Report 2024



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A handwritten signature in black ink, appearing to read 'T. Ellam'.

Tracy Ellam
Operations Director

At LSH Auto UK, we believe that diversity drives innovation and strengthens our business. We are committed to creating an inclusive environment where every colleague feels valued and empowered to reach their full potential. Our dedication to achieving equality extends across all levels of our organisation, ensuring opportunities are accessible to everyone, regardless of gender.

Traditionally, the automotive industry has been male dominated, but we are determined to change that narrative. By actively encouraging more women to consider careers within our sector, we aim to build a workforce that reflects the diversity of our customers and communities.

In 2024, we introduced the Level 7 Senior Leader Apprenticeship, designed to empower women in leadership. Additionally, we have equipped all our leaders with comprehensive inclusion training, focusing on essential topics such as diversity, sexual harassment, and menopause awareness.

We remain dedicated to increasing female representation, with a clear goal of achieving gender balance by 2030. As part of this commitment, we are proud to support Women of the Year for the second consecutive year. This partnership has expanded our reach to the female workforce and fostered meaningful connections through a series of successful, inclusive networking events.

At LSH Auto, our approach to gender balance is focused on continuous progress and authentic change. By championing diversity, we are building a stronger, more adaptive, and resilient organisation for the future.



A handwritten signature in black ink, appearing to read 'Vaughan Blackman'.

Vaughan Blackman
Managing Director



LSH AUTO

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The gender pay gap is the difference in average earnings between all men and women in an organisation, regardless of their roles. It is based on a series of calculations set out by the government and is significantly influenced by the difference in the number of men and women at various levels.

Equal pay is different

Equal pay is different from the gender pay gap. Equal pay deals with the pay men and women receive for doing the same or similar roles, or work of equal value. The way the government has asked companies to report means that even when pay is equal, there may still be a gender pay gap

Calculating the bonus gap.

Under the regulations the way we are asked to calculate the bonus gap uses actual bonus paid across all men and all women. It does not take into account where bonus is pro-rated for part-time hours. We are required to provide both median and mean figures.

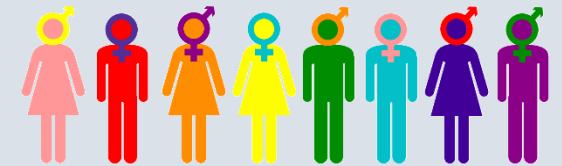
How is the gender pay gap calculated?

1. The median pay gap is the difference between the male median and female median. Therefore, by ranking our male and female colleagues separately, from the lowest to the highest paid, the middle-paid colleague is the median. The difference is then expressed as a percentage and a positive figure indicates there is a pay gap with men earning more than women.

2. The mean pay gap is calculated by finding the average hourly rate for both males and females across the organisation. Like the median, this is expressed as a percentage.

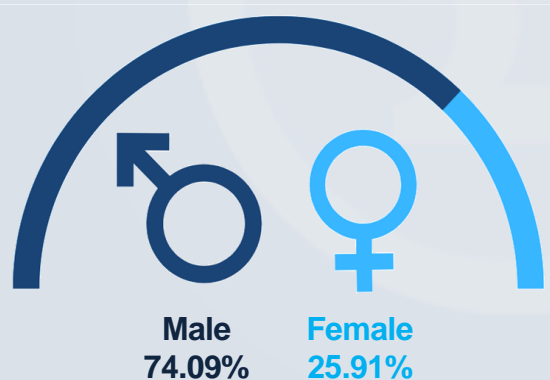
Gender Identity

We recognise that although the gender pay gap regulations ask us to identify our colleagues as men and women, we know that some of our colleagues may not identify with either gender. We continue to actively support our colleagues and customers of all gender identities, working closely with our Proud LGBTQ+ network.

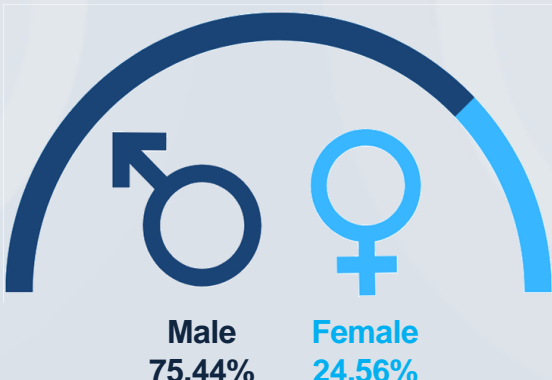


Our Results – Colleague Demographic

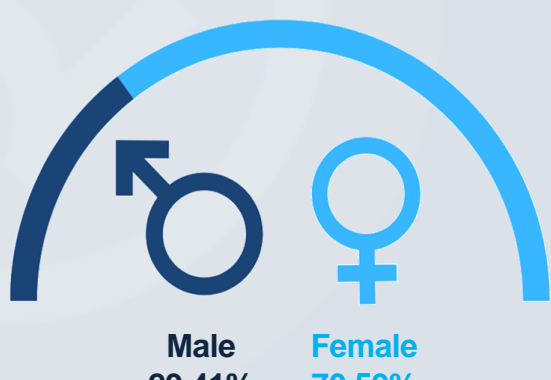
Headcount
Male vs Female



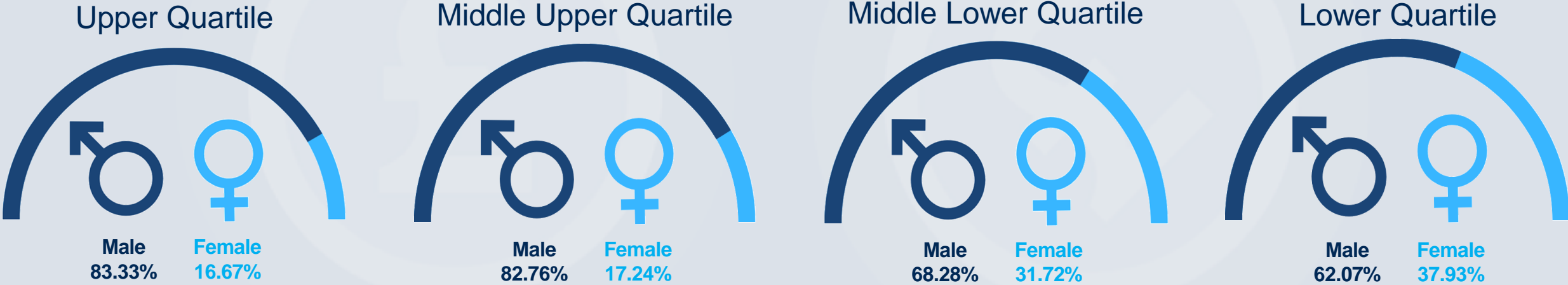
Full Time
Male vs Female



Part Time
Male vs Female



Our Results – Quartile Percentages



Our Results – Mean & Median

The mean (average) gender pay gap based on an hourly pay rate:

21.30%
Male vs Female Mean
Gender Pay Gap 2024

39.00%
Male vs Female Mean
Gender Pay Gap 2019



The median gender pay gap based on hourly pay rate:

27.70%
Male vs Female
Median Gender Pay
Gap 2024

36.00%
Male vs Female
Median Gender Pay
Gap 2019

We have reduced our mean and median gender pay gap consistently over the last 5 years.

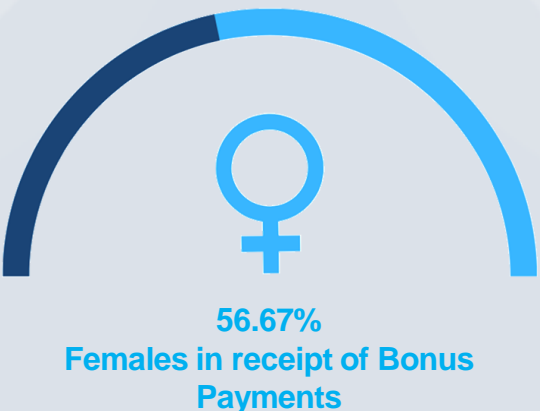
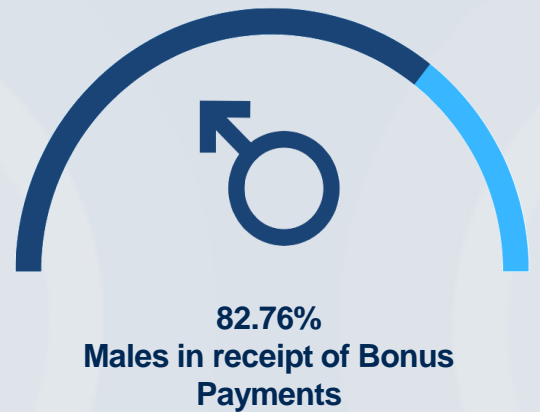


Our Results – Bonuses

The mean (average) gender pay gap based on Bonus pay figures:

21.30%
Male vs Female Mean Gender Bonus Pay Gap 2024

57.00%
Male vs Female Mean Gender Bonus Pay Gap 2019



The median gender pay gap based on Bonus pay figures:

27.70%
Male vs Female Median Gender Bonus Pay Gap 2024

61.00%
Male vs Female Median Gender Bonus Pay Gap 2019

Addressing The Gap



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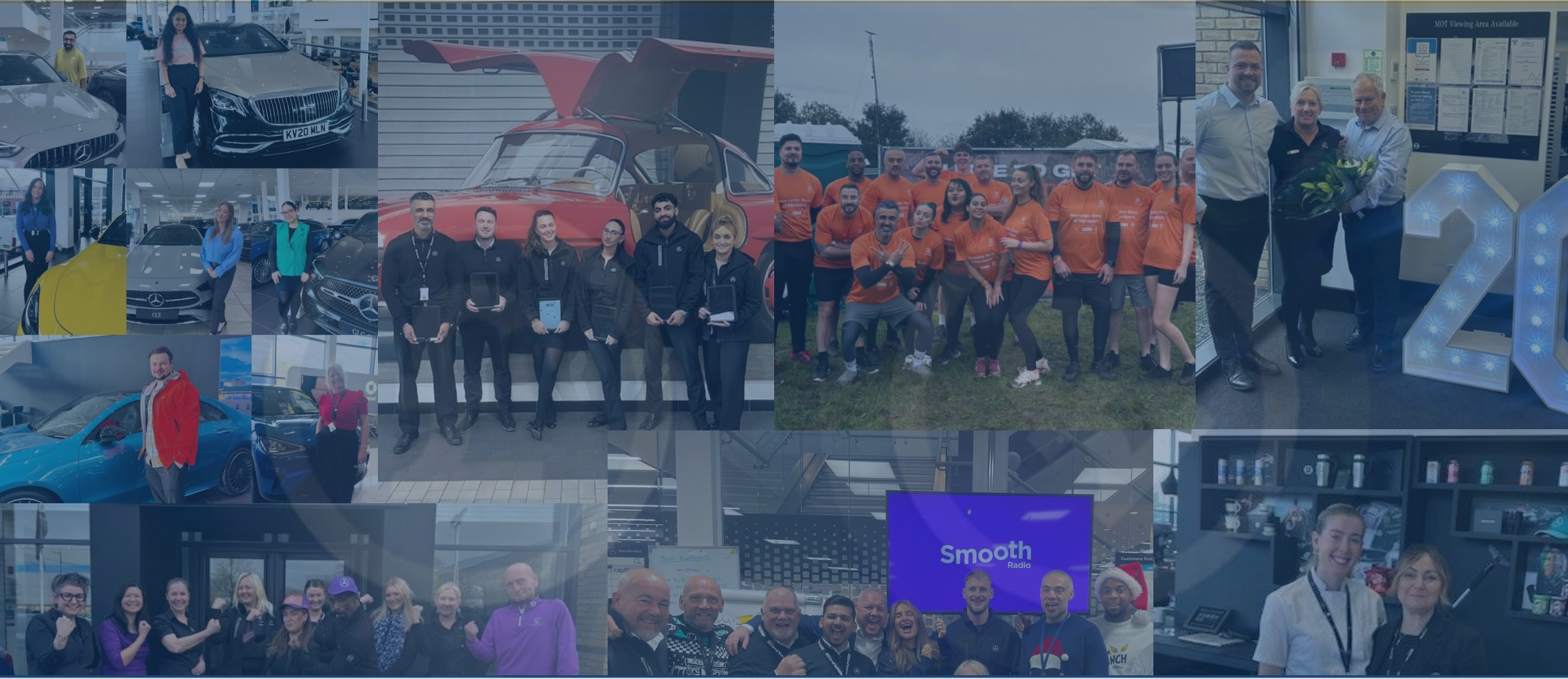
Rachel McDermott
Head of Human Resources

Having submitted our Gender Pay Gap report for 2024, we remain fully committed to addressing and reducing the gender pay gap within our business. While our focus continues to be on creating a diverse and inclusive workplace, we have made significant strides in advancing this agenda over the past year.

In 2024, we built on the foundation of the previous year's efforts, taking proactive steps to further develop our business around Diversity and Inclusion. Our aim is to foster a more equitable and supportive environment for all employees, regardless of gender, and we are proud of the progress we have made.

While there is still work to be done, we are confident that the measures we are implementing such as attracting diverse talent, increasing opportunities for growth, and promoting women in leadership roles will continue to drive positive change across the organisation. We remain dedicated to closing the gender pay gap and building a workplace that reflects our values of equality and opportunity for all.





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