



# MOTORPOINT LIMITED 2019 GENDER PAY GAP REPORT





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At Motorpoint we are proud to run a business that truly believes in #DrivingDreams for our employees, customers and shareholders. Over the last twenty years we have developed a diverse workforce and have strived to ensure that it reflects the communities in which we sit.

We have invested significantly in our recruitment and selection tools over the past few years to ensure that we are appointing people based on their skills, experience and shared values.

We take equality and diversity very seriously and we ensure that respect for differences in gender, age, sexual orientation, disability, race and ethnic origin, religion and faith, marital status, social and educational background is engrained in our culture.

## Our Gender Pay Gap Calculations

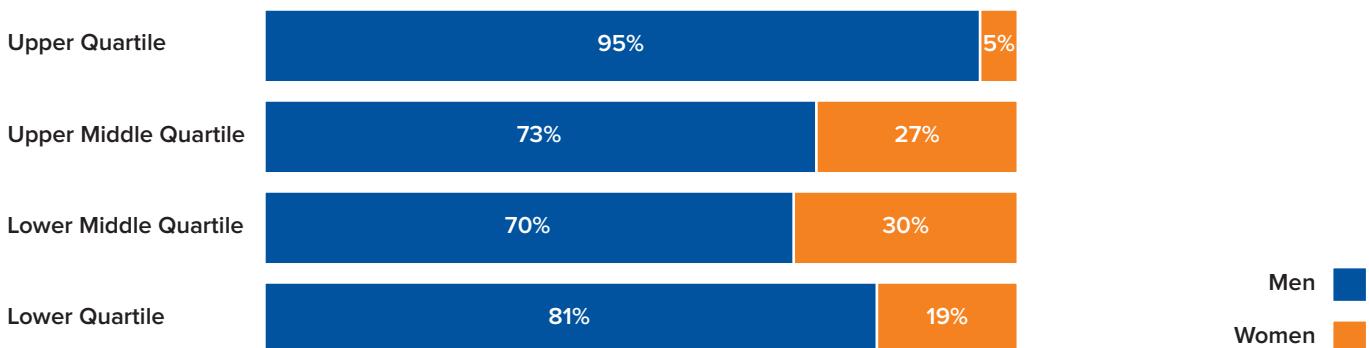
	Contracted Hourly Pay	Bonus Pay Gap	Total Pay Gap
Mean Pay Gap	-3.8%	79%	19.5%
Median Pay Gap	0%	51.2%	7.7%

It is well known that the automotive industry has faced challenges over the years attracting and retaining female employees into key roles which is often a key driver of the pay gap. We are proud that year on year we are attracting and promoting more female talent across our business and that our total mean pay gap is improving. We can report that our gender pay gap is 19.5 only 1% above the national average. Although we are pleased with an improvement this is not reflective of our vision for diversity and inclusion and so we will continue to focus on ways to further reduce the gap, as outlined in this report.

Our report showed that 94% of females earn more than the Motorpoint minimum wage of £8.75 per hour. We also noted that when considering contractual pay alone our Gender Pay Gap is -3.79%, meaning that contractually women earn more than men. When we breakdown the data further we start to see where the gap begins to appear and therefore what we can do to further address it.

# OUR WORKFORCE

## Quartile Summary



A third of our Upper Middle and Lower Middle Quartiles are female and this is due to a large proportion of our female workforce occupying line management, senior management and customer service roles.

## Proportion of Males and Females that Earn a Bonus



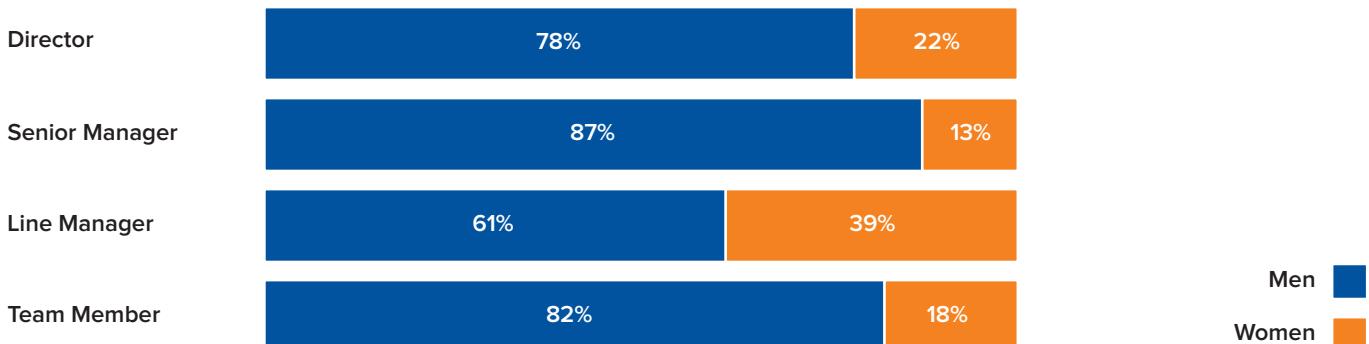
At Motorpoint we operate a Customer Service bonus scheme (linked to our net promoter score) whereby all of our employees are eligible to receive a bonus based on our customer satisfaction scores. Providing additional earning opportunities via this bonus to all of our employees for their part in the customer experience is something we are passionate about and believe shows equality amongst our teams regardless of position.

40% of our workforce sit within sales based roles and general management positions and these invoke a much higher rate of commission, which is where we start to see the gap appearing.

Females make up 20% of our workforce and 5% of the sales team. Of our female workforce 23% do occupy management,

senior management or director roles with a further 48% occupying customer service roles which also pay higher than the Motorpoint minimum wage.

Whilst our report shows that our Gender Pay Gap is driven by the above, the raw data does also show that the number of females occupying line management roles has increased since last year which was a key goal for us.



# HOW ARE WE CLOSING THE GAP?

At Motorpoint we have a set of four core values that underpin our culture and drive our behaviours: Proud; Happy; Honest; and Supportive. Living these values is a core part of driving the pay gap and having equality across our sites. We also truly believe that a workforce that closely represents the community we operate within will enhance our customer experience and business performance.

## Driving the right Culture

- We have worked hard to drive a culture where we are honest, proud, supportive and happy and we will continue to monitor this to ensure that these values are embedded in our entire employee lifecycle.
- We have implemented a Motorpoint Minimum Wage which is aligned to the Real Living Wage. This ensures that everyone who joins our business can be confident that they will earn on or above the real cost of living not just the legal living wage threshold.
- We understand that balancing work and personal commitments can be challenging so we recently introduced our 'One Big Dream' scheme to enable employees to take paid time off every month to fulfil their dreams outside of work. A large majority of our team use this time for family commitments and it is in addition to holiday entitlement.
- We will continue to ensure there is a balance of female and male representation on our executive board and have recently recruited another female director into the business (not included in this data as her start was date June 2018).
- We will be open and honest about our data and share amongst our teams and publish this full report on our company website.
- We will continue to foster a coaching culture within the business to help build our management capability and confidence. We train all new managers in employee relations and equality and diversity as part of their on-boarding & induction.
- We will continue to hold employee forums lead by our HR team and Senior Managers to understand some of the challenges our female colleagues may feel they face in their career development and work to remove these barriers.

## Driving Talent Development

- We are committed to developing all of Motorpoint's employees and we ensure that there is a balance of both men and women taking part in our talent development programmes.
- We will develop a succession pipeline of female line managers to develop into senior management roles & have recently introduced some new roles into our structure to help plug the experience gap some of our female team members had in order to progress within operations.
- Since the data in this report was generated we have added 2 more key females into our management team. These appointments ensure we now have a female manager in all areas of our business; preparation, sales, customer service and business support.
- We offer Springboard for Women and Navigator for Men personal development programmes available to all employees to help enrich their life and career.

## Driving the Right Attraction Strategy

- We recently introduced enhanced maternity and paternity pay to provide support and confidence to people that there is flexibility and support in a career with us.
- We continue to monitor & improve our family friendly policies and approach to flexible working. Encouraging our male workforce to work flexibly where possible in the same way that female colleagues do.
- We will share our gender pay gap report with senior management and managers that are responsible for recruitment and will continue to provide guidance and support to those making recruitment decisions.
- We have a male and female involved in every recruitment decision.
- We have fully revamped our employer brand and ensure we role model real team members in all of our external recruitment materials and internal communications.