



Closing the Gap

Motorpoint Group plc Gender Pay Gap Report 2021

Closing the Gap

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.

Motorpoint continues to develop and grow a diverse workforce and has 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.

Cat Moseley
Chief People Officer

“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.”



Our key findings

Although we have made some great progress in closing our Gender Pay Gap through the development and recruitment of females into leadership roles, we acknowledge there is still some work to be done to further close our Gender Pay Gap. We will continue to ensure equality across our key leadership roles, an area of opportunity is our Sales Executive demographic. As only **6% of our Sales Executives are female**, the average hourly pay for this group sits within our Upper Quartile.

The introduction of two new females into our Senior Leadership Team and a restructure, to build in a new leadership level has positively impacted the representation of females in the Upper Quartile, which has **increased from 5% to 19%**. This is further demonstrated by our recruitment and development strategy; **during FY20/21 18% of our female workforce received a pay increase** or promotion compared with 8% of male counterparts.

6%

Pay Gap Closure

5-19%

Increase of female representation in the Upper Quartile

+2

Introduction of females into Senior Leadership team FY21

We take equality and diversity very seriously at Motorpoint and we ensure complete parity of pay in roles; same role, same pay, irrespective of gender.

During the pandemic in April 2020, which includes our snapshot date, most of our team were placed on furlough and we ensured that our team members on lowest pay (Motorpoint Minimum Wage) continued to receive their normal pay during this time. Several of our Senior Management Team members remained working during this time and these, along with those receiving full pay are included in our Gender Pay Gap calculations, which has resulted in a positive gap.

All roles at Motorpoint are eligible for a performance related bonus which means that 100% our team received a bonus in the last 12 months, irrespective of their gender.

This was the case in 2019 and 2020, however, in 2021 two of our male Senior Leaders did not receive a bonus.

Report Date	2020	2021	2022
Snapshot Date	5th April 2019	5th April 2020	5th April 2021
Mean Pay Gap	28.74%	-0.56%	22.37%
Median Pay Gap	16.29%	0.00%	13.24%
Bonus Mean Pay Gap	81.41%	73.29%	72.16%
Bonus Median Pay Gap	79.55%	46.77%	56.12%

Gender split

	Female	Male
Senior Leadership	4	7
Leadership	6	14
Manager	8	30
Team Member	160	569

Bonus stats

	2020	2021	2022
% of Males received a bonus	100	99	100
% of Females received a bonus	100	100	100



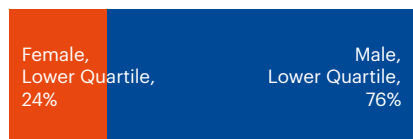
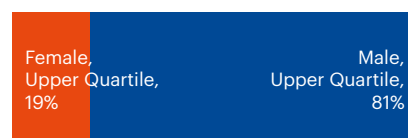
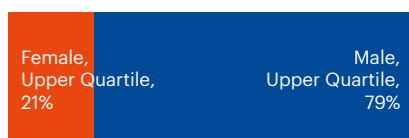
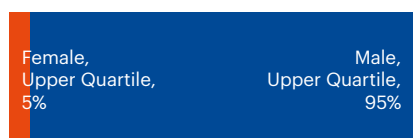
Our Workforce

Quartile summary

2020

2021

2022



Pay comparison by gender

	Female	Male
Contractual Pay: -1.5%	£10.34	£10.19
Bonus Pay: 73.29%	£2,889.75	£10,818.38
Total Pay: -0.56%	£10.56	£10.50

As most of our employees were furloughed the above summary charts include data from 2020, 2021 & 2022.

Continuing to close the Gap

Our recruitment strategy

- To avoid any unconscious bias when writing our vacancy adverts all of our adverts go through a gender decoder before they go live. This ensures that the tone and position of our adverts are gender neutral. We are also in the process of redesigning our employer brand to ensure alignment with the corporate brand, which is underpinned by ensuring gender neutralisation for our customers and employees
- In 2021 we introduced a new Head of Recruitment and Inclusion role with the objective of ensuring complete equality, not just within our recruitment strategy but also within our culture and values
- We are now a proud member of the Automotive 30% Club, a voluntary network of MDs and CEOs from UK-based automotive manufacturing, retailing and supplier companies with the purpose of achieving a better gender balance within the automotive industry. We are committed to ensuring that 30% of our key leadership positions are filled by diverse women by 2030.
- We continue to monitor and improve our family friendly policies, including parental leave and our approach to flexible working. We offer enhanced paternity and maternity pay and we have completely changed our approach to flexible working and actively encourage our teams to work from home to help with their work-life balance and overall wellbeing.
- We will share our Gender Pay Gap report with the Senior Leadership and Leadership teams and continue to provide support and guidance to those who make selection decisions.

Developing our talent

Our Talent Development strategy ensures equal training and development for everyone irrespective of their backgrounds or gender and we're keen to drive a pipeline of female talent into our key roles. We launched our new Talent Development programme in 2020, 'Accelerated Talent' and through an inclusive communication and selection process, 55% of the first cohort of delegates are female.

As part of this course the delegates get to mix with external peers, experience formal coaching, mentoring and build powerful networks to utilise throughout their career.

A sharp focus on building an inclusive culture

We work hard to drive an inclusive culture where we are proud, happy, supportive and honest. We continue to review our values and ensure they are embedded within our processes, decisions and ways of working.

External events during 2020 gave us the opportunity to review our values and we recently introduced 'Together' which is reflective of Motorpoint's one team mentality, irrespective of our teams' background or gender.

We continuously review our culture through Happy Hours which are monthly forums held by our CEO. Anyone can take part in a forum to express their views, ask our CEO questions or provide feedback. Our CEO also holds special forums for specific demographics or groups of people such as our female Sales Executives or people from diverse backgrounds to learn more about any challenges faced by a particular group and put actions in place to harness the great things we're doing or for change.


During 2020 we developed our Diversity and Inclusion (D&I) committee, which is headed by a member of the Senior Leadership Team. The D&I committee are responsible for monitoring our approach to diversity and inclusion, ensuring that we have key measures in place and are accountable for the achievement of our goals.

#1
Best Company
to work for in
the Automotive
sector
Top 100 Best Companies


Our core values




PROUD
Proud to be part of a winning team




SUPPORTIVE
We help each other and our business grow



HONEST
We speak with authenticity and truth



HAPPY
We enjoy what we do and we show it



#18
Best Large
Company
to work for
in the UK
Top 100 Best Companies



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