

GENDER PAY GAP REPORT 2020

GRANGE MOTORS (BRENTWOOD) LTD

Introduction

The legislation requires the publication of the Gender Pay Gap data. This supports Grange Motors (Brentwood) Ltd.'s practice of ensuring transparency across our business, to all our stakeholders.

We continue to welcome this fantastic opportunity to align this review with the development of our overall operational and people strategy. As well as review the business year on year to continue to strive to reduce any gender pay gap.

The Automotive sector is recognised, historically, as a male dominated industry. The Operational Team, in conjunction with the Human Resources Operation, are committed to reviewing all areas of the business to increase the female representation within the company, with an overall aim to focus on Management, Service Technicians and Sales. Including how we attract, recruit and develop our associates.

Gender Pay Gap Reporting – The Legislation

All companies that employ more than 250 employees are required to publish a report on an annual basis that provides information on six metrics relating to pay and gender within that organisation.

This requirement must be adhered to where the number of employees reaches 250 within that company on 5 April each year. This report is based on the numbers employed on 5 April 2020.

The company welcomes and embraces this requirement to enable us to obtain a realistic understanding of its gender dynamics, in order to build both operational and people strategy.

The reporting requirement for 2019 was removed due to the Covid-19 pandemic.

The reporting requirement for 2020 was delayed by 6 months, due to the Covid-19 pandemic

What Gender Pay Gap?

This is the gap that exists between male and female associates in a defined area of remuneration. For the purpose of this report, this is specifically the difference as an average between males and females pay and bonuses.

It is important to understand this is not the same as looking at Equal Pay.

Grange Motors (Brentwood) Ltd – Reporting requirements

For the reporting period at, 5 April 2020, Grange Motors (Brentwood) Ltd had 250, or more, employed at that date.

Whilst the number of associates employed by Grange Motors (Brentwood) Ltd on the relevant date of 5 April 2020 is 392. The number of associates whose pay and bonus information was required to calculate all the following Gender Pay Gap statistics was significantly less at 46.

Due to the unprecedented Covid-19 pandemic, this date is reflective of the initial UK lockdown in which retail was closed and 346 of these associates were furloughed. Therefore, the data does not fairly reflect the company's Gender Pay Gap Report.

Despite, this does not change the company's focus and strategy to continue to increase female representation in the business.

Gender Split as at 5 April 2020

Males	288 (73.5)
Females	104 (26.5%)

Gender Split

The gender split has remained static compared to the previous report, which although we have not been able to increase the female representation, this has not decreased, demonstrating that we have been able to retain our female workforce.

Gender Pay as at 5 April 2020

Difference in mean hourly rate of pay **10.43%**

Difference in median hourly rate of pay **1.6%**

Gender Bonus as at 5 April 2020

Difference in mean bonus pay **64.46%**

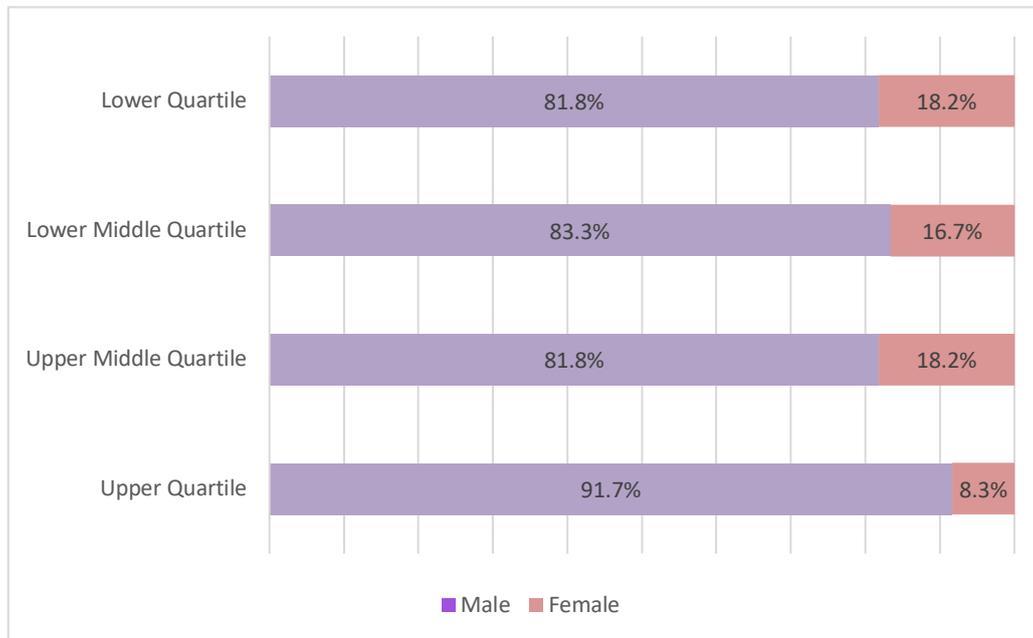
Difference in median bonus pay **51.26%**

Percentage of male and females who receive a bonus as at 5 April 2020

Male **74.31%**

Female **46.15%**

Pay banding as at 5 April 2020



I confirm that the published information is accurate

James Mullins

Finance Director