



Gender Pay Gap Report 2021



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Gender Pay Gap Report 2021



At LSH Auto UK, our colleagues are our most treasured assets and we're committed to creating a workplace that enables our colleagues to maximise their potential regardless of gender. The automotive industry has traditionally seen a higher percentage of male colleagues but that's constantly evolving and we're always looking at new ways of attracting more females into our sector to improve our gender balance.

LSH Auto has a desire and appetite to change the automotive retail landscape.

We're an inclusive employer and we promote equality and diversity.

Our ambition is to improve our gender balance by increasing the number of female colleagues in our business each year, growing to 30% by the end of 2022 and 40% by the end of 2025. Our long-term objective is to have achieved a 50/50 male/female workforce by the end of 2027.

A handwritten signature in black ink, appearing to read 'Martyn Webb'.

Martyn Webb
Managing Director



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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?

The government asks us to do this in certain ways.

1. If we were to rank our male and female colleagues separately, from the lowest to the highest paid, the middle paid colleague is the median. The median pay gap is the difference between the male median and female median. The difference is expressed as a percentage and a positive figure indicates there is a pay gap with men earning more than women.
2. The mean gender pay gap shows the difference between the mean or average hourly pay for all men compared with all women across an organisation. Like the median, it 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.



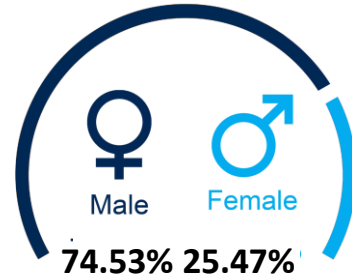
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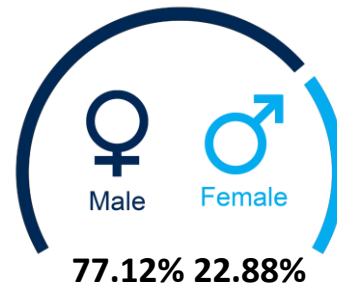
Our Results – LSH Auto UK Ltd

Colleague demographic:

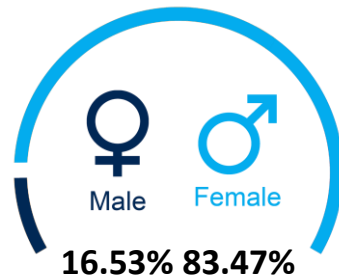
Workforce Male vs Female



Full Time Male vs Female



Part Time Male vs Female

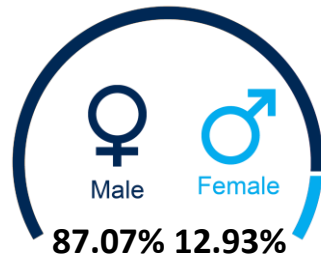


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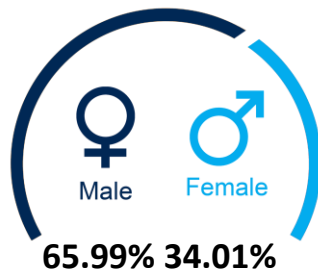
Our Results – LSH Auto UK Ltd

The percentage of men and women in each hourly pay quartiles:

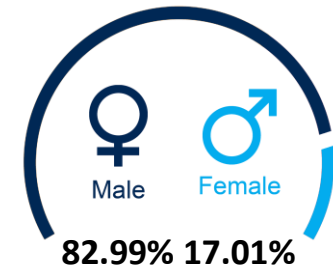
Upper Quartile



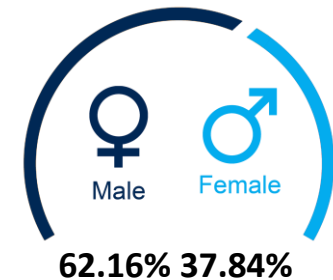
Middle Lower Quartile



Middle Upper Quartile



Lower Quartile



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Our Results – LSH Auto UK Ltd

The mean (average) gender pay gap using hourly pay:

23.74% male
to female
Mean Gender
Pay Gap 2021

39.22% male
to female
Mean Gender
Pay Gap 2018

The median gender pay gap using hourly pay:

22.29% male
to female
Median
Gender Pay
Gap 2020

36.43% male
to female
Median
Gender Pay
Gap 2018

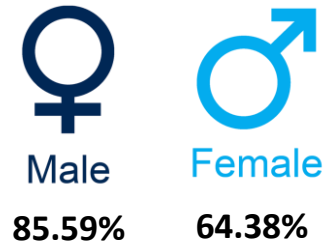
As a company we have reduced the gap both on mean and median by over 14% over the last three years.



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Our Results – LSH Auto UK Ltd

The percentage of men and women receiving bonus pay:



The mean (average) gender pay gap using bonus pay:

The median gender pay gap using bonus pay:

As a company we have worked hard to reduce this gap over the past two years.

42.74% male to female
Mean Gender bonus Pay
Gap 2021

57.52% male to female
Mean Gender bonus Pay
Gap 2018

34.07% male to female
median Gender bonus
Pay Gap 2020

61.09% male to female
median Gender bonus
Pay Gap 2018



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Addressing the gap



We've continued to work hard on improving our gender balance and we've developed a number of initiatives that have helped us improve our position as an inclusive employer.

We're always looking at new ways of promoting our focus on equal opportunities and we're proud of the improvements we're making with equality and diversity.

Covid and the global pandemic has given us a new platform to use different initiatives with how we attract and recruit talent and we're committed to creating a fair, inclusive and diverse workforce that truly values people and difference.

Our journey will continue until we've achieved a completely balanced workforce and we're proud of the progress we're making.

A handwritten signature in black ink, appearing to read 'Ian Williams'.

Ian Williams Chartered F.C.I.P.D.
Head of Human Resources



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