

## Gender Pay Gap Report 2017

The Motorline Group are a family run organisation with strong family values. We understand that the success of our business relies upon the performance of our employees and we are fully committed to creating a diverse workforce who can positively meet the needs of all our customers.

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### *Pay and Bonus Differences*

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Motorline Ltd.

	Mean	Median
Hourly Pay Difference	33.70%	26.80%
Bonus Pay Difference	75.50%	100%

Driveline Ltd.

	Mean	Median
Hourly Pay Difference	38.80%	31.31%
Bonus Pay Difference	78.41%	100%

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### *The Reason for the Pay Gap*

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The Motor Trade has historically been male dominated and this continues to be the case. For example, 100% of Motor Vehicle Technicians within this year's snap shot date being male.

The reasons for the Gap is largely attributed to the lack of interest from females wishing to join our industry.

Currently, roles which provide a bonus are the roles most occupied by males. It is typical of the automotive sector to provide commissions and a high proportion of commission and bonus based roles are those whereby males are more prominent. A large proportion of female employees are in business support roles which bonus and commission payments are not applicable and their on target earnings are less reliant on commission based earnings.

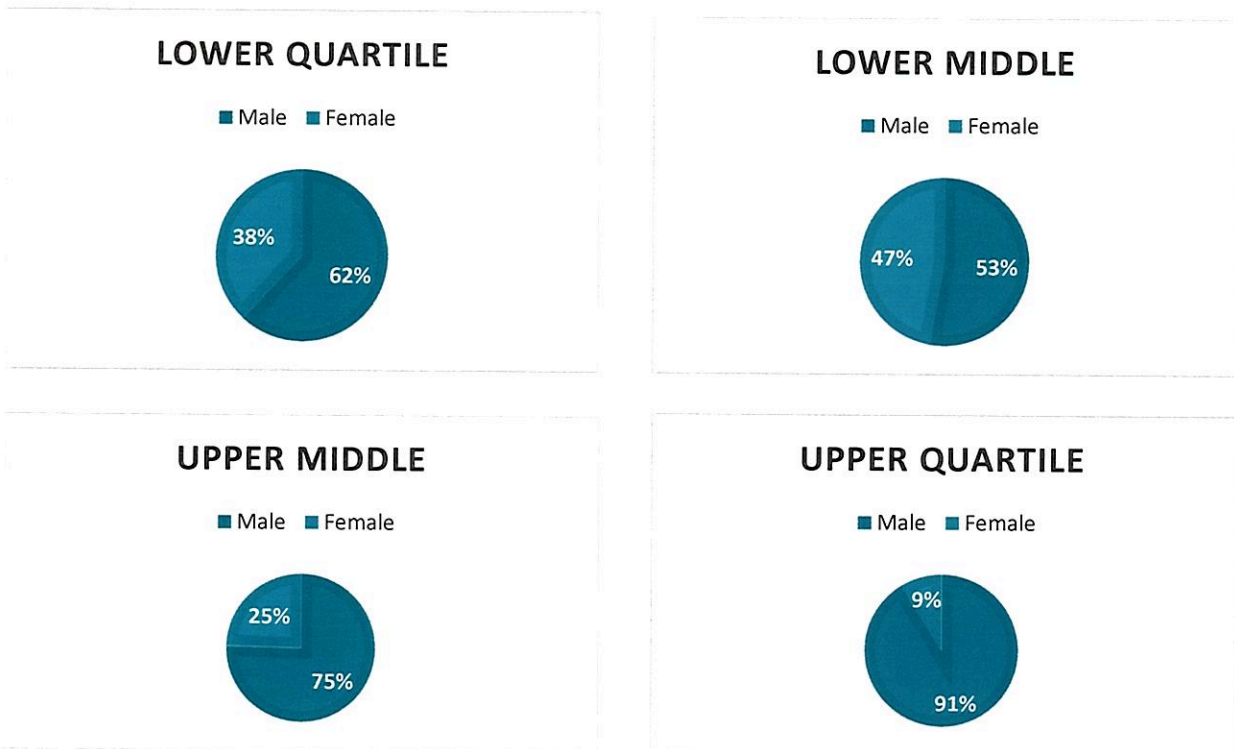
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## Pay Quartiles

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The Motorline Groups workforce have more males in senior roles than females and this is reflected in the following quartile results.

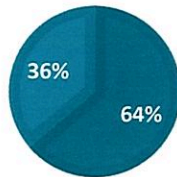
### Motorline Ltd.



Driveline Ltd.

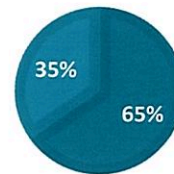
## LOWER QUARTILE

■ Male ■ Female



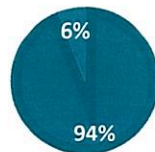
## LOWER MIDDLE

■ Male ■ Female



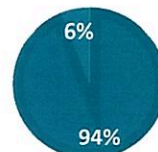
## UPPER MIDDLE

■ Male ■ Female



## UPPER QUARTILE

■ Male ■ Female



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*How are we addressing the differences?*

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The Motorline Group are committed to close the Gender Pay Gap with these principles:

- Actively promote the motor industry and our organisation at schools and colleges and encourage more females into the automotive profession.
- Encourage females to take part in our leadership development programme with the help of our new in house trainers.
- Look to identify new ways of rewarding our support roles
- Encourage new flexible working patterns to entice women into the industry and to assist women in returning to work from breaks in employment.

We confirm that the Data Reported is Accurate:

Glen Obee  
Chairman

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