Gender Pay Gap Report 2017/2018

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.

Pay and Bonus Differences

Motorline Ltd.

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<thead>
<tr>
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<th>Mean</th>
<th>Median</th>
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</thead>
<tbody>
<tr>
<td>Hourly Pay Difference</td>
<td>34%</td>
<td>28%</td>
</tr>
<tr>
<td>Bonus Pay Difference</td>
<td>76%</td>
<td>100%</td>
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</tbody>
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Driveline Ltd.

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Median</th>
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</thead>
<tbody>
<tr>
<td>Hourly Pay Difference</td>
<td>38%</td>
<td>29%</td>
</tr>
<tr>
<td>Bonus Pay Difference</td>
<td>75%</td>
<td>80%</td>
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The Reason for the Pay Gap

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**

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

Motorline Ltd.

![Pie charts showing gender distribution by quartile](chart.png)
Lower Quartile

- Male: 5%
- Female: 94%

Lower Middle

- Male: 40%
- Female: 60%

Upper Middle

- Male: 31%
- Female: 69%

Upper Quartile

- Male: 5%
- Female: 94%

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**How are we addressing the differences?**

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

- Continue to actively promote the motor industry and our organisation at schools and colleges and encourage more females into the automotive profession.
- Identify future female senior leaders for development and encourage females to take part in our leadership development programme with the help of our in-house training academy.
- Look to identify new ways of rewarding our support roles
- Currently trialling more flexible working patterns in order to attract and retain more female employees to our dealerships.
- Reduced our sales working week in order to address our employees work life balance and to attract and retain more female employees.

We confirm that the Data Reported is Accurate:

[Signature]

Thomas Obee
Chief Executive Officer

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