

Gender Pay Gap Statement (snapshot date 5th April 2020)

As an employer of over 250 employees, we are required by law to publish our gender pay gap on an annual basis.

We value our employees and pride ourselves on our fair and inclusive employee practices. We have a policy that regardless of gender, employees in the same role are paid equally. In certain industries a pay gap can still exist if there is uneven split between the number of males and females. We actively encourage diversity in our teams through our people policies and practices, however the automotive industry continues to be predominantly male dominated, especially within technical and managerial roles. Our diversity and inclusion strategies and initiatives will lessen the gap and we envisage these will improve the balance over a period of time.

Difference in mean hourly rate of pay	12.1%	
Difference in median hourly rate of pay	18.5%	
Difference in mean bonus pay	38.5%	
Difference in median bonus pay	46.3%	
	Male	Female
Percentage of employees who received bonus pay	85.7%	72.0%
	Male	Female
Employees by pay quartile		
Upper quartile	85.7%	14.3%
Upper Middle quartile	100.0%	0.0%
Lower Middle quartile	83.3%	16.7%
Lower quartile	66.7%	33.3%

Nottinghamshire

Stapleford Ford
Nottingham Rd, NG9 8AU

Nottingham Ford, Mazda & Nissan
Abbeyfield Rd, NG7 2SZ

Leicestershire

Leicester Ford & Mazda
Welford Rd, LE2 6BW

Loughborough Ford, Mazda & Nissan
Derby Rd, LE11 5HN