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## Gender Pay Gap Statement

I confirm that Sandicliffe's Gender Pay Gap figures are accurate and are being published in line with our obligation to report as a business with more than 250 employees.

Sandicliffe prides itself on its fair employment practices and has a policy that both men and women are paid fairly and consistently for their work.

The pay gap figures shown have been influenced by the number of male employees in senior positions within the business, a common occurrence within the motor retail industry.

**Darren Beddard**  
Group Finance Director

### Gender Pay Gap Figures

Difference in mean hourly rate of pay	23.6%	
Difference in median hourly rate of pay	23.9%	
Difference in mean bonus pay	42.4%	
Difference in median bonus pay	48.9%	
Percentage of employees who received bonus pay	<b>Male</b> 89.7%	<b>Female</b> 82.7%
Employees by pay quartile	<b>Male</b>	<b>Female</b>
Upper quartile	86.5%	13.5%
Upper middle quartile	86.5%	13.5%
Lower middle quartile	63.5%	36.5%
Lower quartile	70.3%	29.7%