

# **GENDER PAY GAP**

## REPORT 2024



# OVERVIEW 2024

Established on 1st February 2024, Lithia UK combines over 80 years of automotive retail experience across the United Kingdom. Bringing together the expertise and innovation of well-known retail groups, Jardine Motors Group, Stratstone, Evans Halshaw, QuickCo and Pendragon Vehicle Management, Lithia UK was formed. This report reflects our current position as a new organisation and highlights our commitment to building on the work of our legacy businesses.

We recognise that the gender pay gap is an ongoing challenge, which requires a strong and multi-faceted approach to ensure our female colleagues have the same equal opportunities as their male counterparts. The automotive industry remains a male dominated one, and despite some clear progress in a number of areas, there's still lots more that needs to be achieved to help close the gender pay gap.

A key focus of ours is to do more than just reporting. We are taking real and substantial action to remove barriers, support equity and provide the opportunity for career progression. We remain an active and committed member of the Automotive 30% Club, which is instrumental in driving change within the industry by championing inclusive leadership and helping to build diverse gender-balanced organisations. This year we have also launched female specific leadership and development courses, providing a clear pathway for ongoing career development and progression.

As we take our first steps as Lithia UK, we are determined to create a diverse and inclusive culture that permeates throughout the business. We want all colleagues to have the opportunity and confidence to bring their authentic self to work and succeed, regardless of gender.

This report highlights the findings from our first year as Lithia UK. Moving forward, we are confident that further progress will be made, and our business will become a leader within the industry for gender pay equality.

*We can confirm that the data published in this report is accurate and published in accordance with the UK gender pay gap reporting guidelines and regulations.*



# WHAT IS THE GENDER PAY GAP?



The Gender Pay Gap is the difference in pay between men and women explained through various statistics. It is influenced by a range of factors, including the demographics of a company's workforce.

## THE GENDER PAY GAP IS DIFFERENT TO EQUAL PAY

Lithia UK is committed to delivering a transparent and fair working environment that rewards colleagues based on their performance.

## OUR LEGAL OBLIGATION

All UK companies with 20 or more employees are required to publish specific gender pay information.

### This includes:

- Mean and median gender pay/bonus gap
- Proportion of males and females receiving a bonus
- Proportion of males and females by quartile pay band

Figures for each legal entity with at least 250 employees on the snapshot date must be calculated and reported separately. The mean and median gender pay gap is based on hourly rates of pay as at 5 April 2024. The mean and median gender bonus gap considers bonus pay received in the 12 months leading up to 5 April 2024. Pay quartiles look at the proportion of men and women in four pay bands when the workforce is divided into four equal parts.

## MEDIAN PAY GAP

The median represents the middle point of a population. If you separately lined up all the women in a company and all the men, the median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.



## MEAN PAY GAP

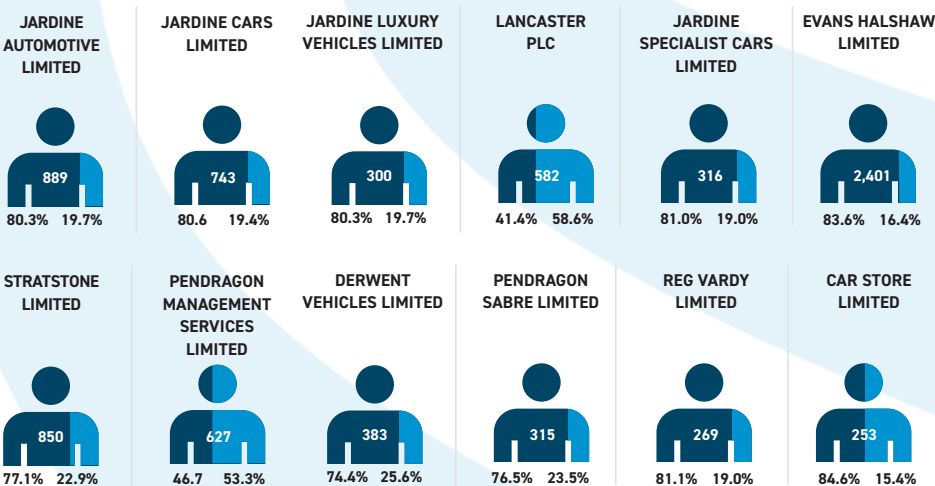
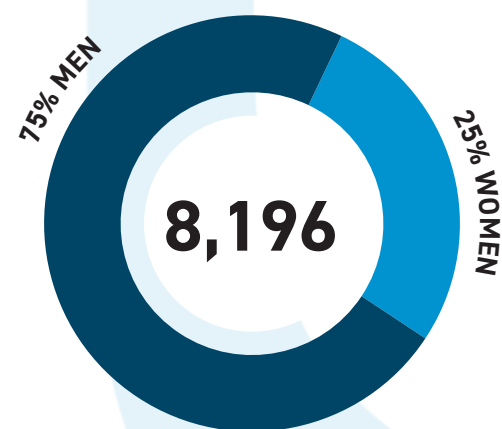
The mean gender pay gap is the difference in the average hourly pay for women compared to men, within a company.



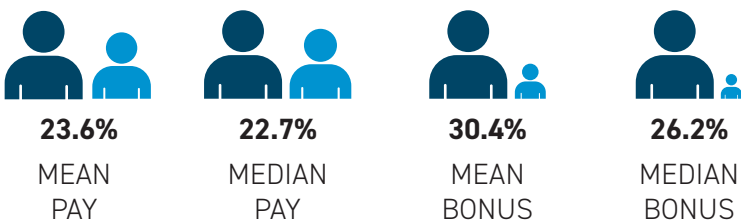
# OUR GROUP RESULTS FOR 2024

The following pages include key Gender Pay information and statistics for the entire Lithia UK business during 2024. These figures demonstrate the progress we're making as an organisation and the areas where we still need to improve.

## NUMBER OF EMPLOYEES AS OF 5 APRIL 2024



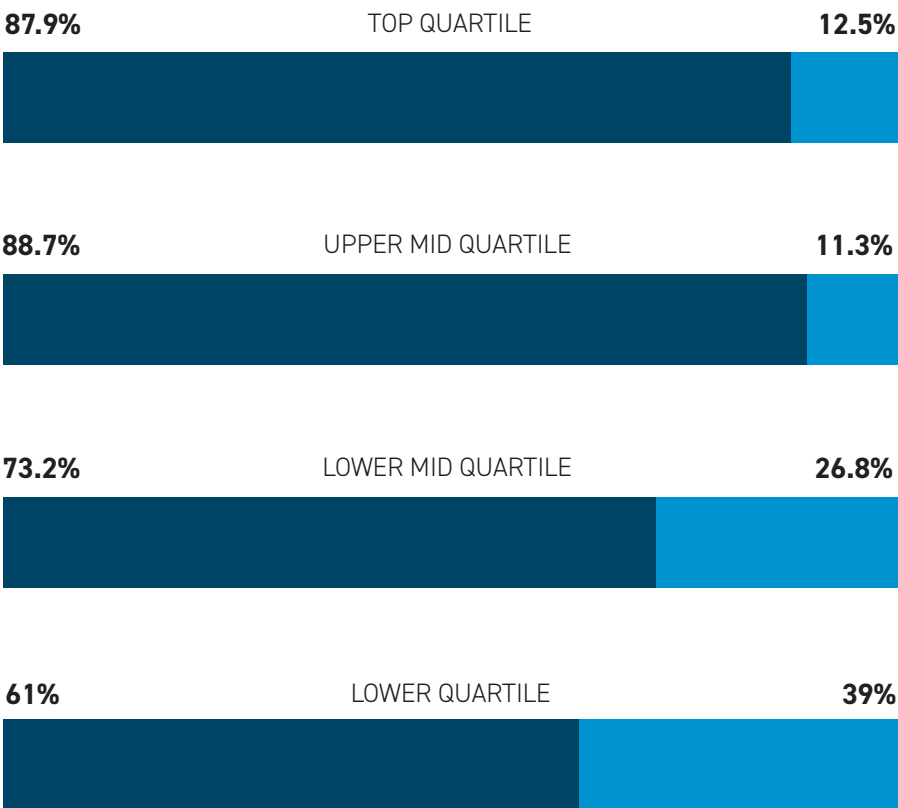
## PAY AND BONUS GAP ACROSS THE GROUP



## PROPORTION OF MEN AND WOMEN RECEIVING A BONUS



## PROPORTION OF MEN AND WOMEN BY PAY QUARTILE ACROSS THE GROUP



BREAKING  
DOWN OUR  
RESULTS

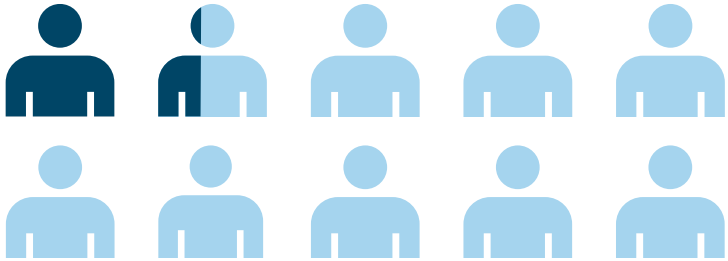
APRIL 2024 GENDER PAY GAP

	No. of employees as of 5 April 2024	PROPORTION OF MEN AND WOMEN BY PAY QUARTILE															
		Workforce (%)		Gender pay gap (%)		Gender bonus gap (%)		Proportion receiving a bonus (%)		Top quartile (%)		Upper mid quartile (%)		Lower mid quartile (%)		Lower quartile (%)	
		Men	Women	Mean	Median	Mean	Median	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Whole group	8,196	75.0%	25.0%	23.6%	22.7%	30.4%	26.2%	80.1%	52.5%	87.5%	12.5%	88.7%	11.3%	73.2%	26.8%	61.0%	39.0%
Jardine Automotive Limited	889	80.3%	19.7%	21.2%	31.1%	11.2%	1.8%	78.9%	53.1%	89.6%	10.4%	89.7%	10.3%	80.6%	19.4%	70.9%	29.1%
Jardine Cars Limited	743	80.6%	19.4%	16.1%	23.0%	25.3%	32.3%	89.3%	70.1%	88.3%	11.7%	94.7%	5.3%	77.0%	23.0%	68.9%	31.1%
Jardine Luxury Vehicles Limited	300	80.3%	19.7%	16.7%	24.5%	29.1%	36.2%	84.6%	66.1%	85.9%	14.1%	95.2%	4.8%	81.3%	18.8%	71.4%	28.6%
Lancaster Plc	582	41.4%	58.6%	41.2%	12.9%	83.0%	47.2%	59.8%	53.4%	68.9%	31.1%	35.1%	64.9%	32.0%	68.0%	44.6%	55.4%
Jardine Specialist Cars Limited	316	81.0%	19.0%	14.8%	21.3%	49.7%	63.0%	77.7%	75.0%	87.0%	13.0%	95.7%	4.3%	76.1%	23.9%	84.8%	15.2%
Evans Halshaw Limited	2,401	83.6%	16.4%	27.4%	21.4%	34.9%	16.1%	88.0%	61.6%	92.9%	7.1%	92.5%	7.5%	88.3%	11.7%	66.4%	33.6%
Stratstone Limited	850	77.1%	22.9%	16.9%	27.0%	24.4%	35.3%	82.3%	55.4%	85.1%	14.9%	93.7%	6.3%	71.3%	28.7%	64.4%	35.6%
Pendragon Management Services Limited	627	46.7%	53.3%	37.1%	17.8%	93.5%	19.7%	24.6%	16.5%	71.0%	29.0%	43.5%	56.5%	32.8%	67.2%	40.6%	59.4%
Derwent Vehicles Limited	383	74.4%	25.6%	6.0%	18.4%	12.4%	34.5%	83.9%	70.4%	80.7%	19.3%	92.9%	7.1%	59.0%	41.0%	69.0%	31.0%
Pendragon Sabre Limited	315	76.5%	23.5%	34.9%	29.8%	65.1%	50.2%	83.8%	58.1%	95.2%	4.8%	92.2%	7.8%	69.8%	30.2%	57.8%	42.2%
Reg Vardy Limited	269	81.1%	19.0%	24.2%	18.4%	51.6%	39.2%	89.4%	62.7%	80.7%	19.3%	93.4%	6.6%	86.7%	13.3%	60.7%	39.3%
Car Store Limited	253	84.6%	15.4%	12.1%	18.4%	34.5%	20.5%	56.1%	56.4%	80.7%	19.3%	92.7%	7.3%	90.9%	9.1%	67.3%	32.7%

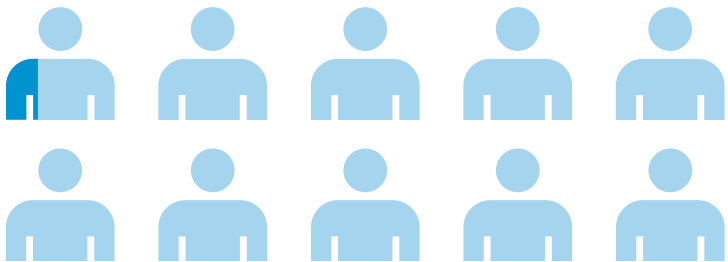
# GROUP STATISTICS

## % OF THE GROUP'S WORKFORCE IN SALES DEPARTMENT

COMMISSION/BONUS EARNING ROLES



MALE EMPLOYEES 14.5%

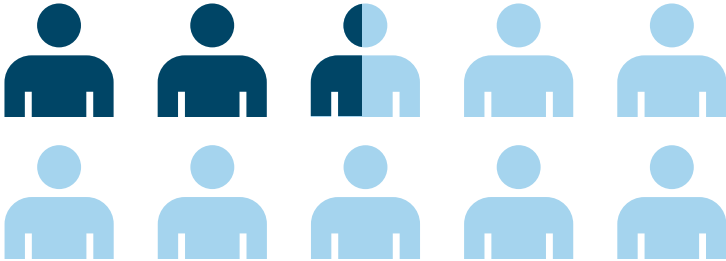


FEMALE EMPLOYEES 2.44%

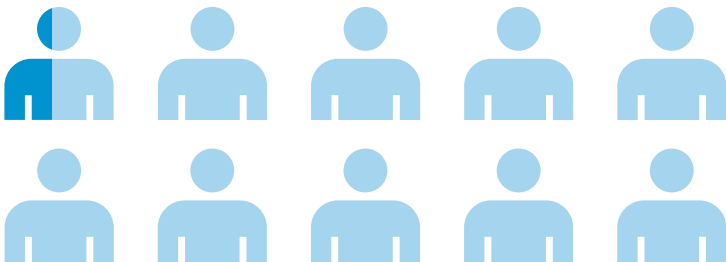
Six times as many men, than women, work in roles earning sales commission or bonus

## % OF THE GROUP'S WORKFORCE IN AFTERSALES DEPARTMENT

COMMISSION/BONUS EARNING ROLES



MALE EMPLOYEES 24.44%

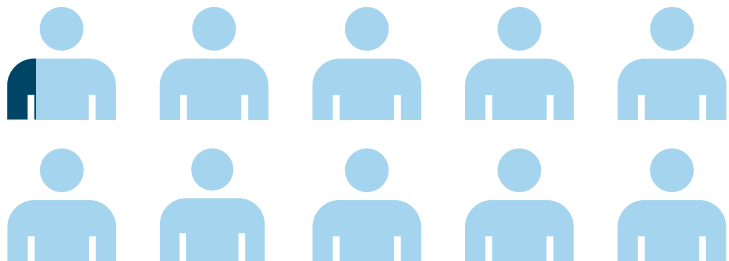


FEMALE EMPLOYEES 4.43%

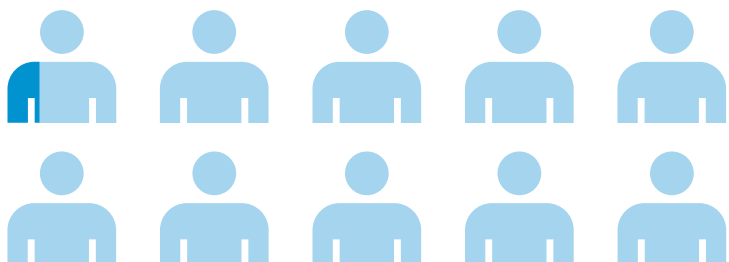
Five times as many men, than women, work in Aftersales Department roles where commission or bonus is available

## % OF TAKE UP OF SALARY SACRIFICE BENEFITS (EXCL PENSION) ACROSS ALL RELEVANT EMPLOYEES

COMMISSION/BONUS EARNING ROLES



MALE EMPLOYEES 2.10%



FEMALE EMPLOYEES 2.80%

The take up of salary sacrifice benefits continues to be higher amongst women than men, which distorts the gender pay gap by reducing more women's hourly rates than men



# DEVELOPING OUR TEAMS

Growing our teams and developing our people is fundamental to the success of Lithia UK. At every level of our business, from recruitment to career progression, we are committed to promoting an inclusive culture and empowering our colleagues to the best versions of themselves.

We are actively seeking more females into the industry and to increase the number of females within senior positions across our business. We continue to challenge the outdated perceptions of the automotive industry and redress the gender balance.

We remain an active and committed member of the Automotive 30% Club, which is instrumental in driving change within the industry by championing inclusive leadership and helping to build diverse gender-balanced organisations. This year we have also launched female specific leadership and development courses, providing a clear pathway for ongoing career development and progression.

