

Gender Pay Gap 2022 Report





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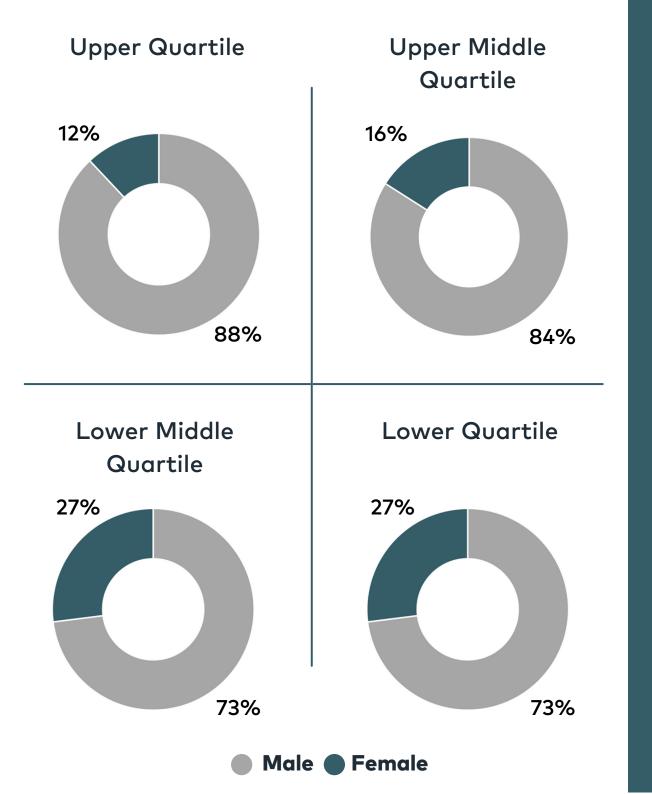
Introduction

Citygate Automotive is a privately owned, welcoming and inclusive retail automotive organisation with established values that are demonstrated daily by our people. As of 5th April 2022 we employed 639 colleagues of which 131 (20.5%) were women and 508 (79.5%) were men. We have incredible talent, driven, loyal and committed colleagues.

The following slides will highlight our Gender Pay Gap analysis as of 5th April 2022 which is different from Equal Pay* as it details the difference in the average pay of men and women, regardless of their role for mean (the average) and median (the mid-point range) across the company. Bonus pay over a 12 month period will also be illustrated, again using the mean and median calculations.

Citygate Automotive is on a people and culture transformation journey and we know that in order to adapt to on-going retail automotive challenges, attract new talent and continue to retain colleagues we need to continuously improve our people offering, aiming to ensure that diversity, equity and inclusion is woven in to everything we do.

*Equal pay based on the Equality Act 2010 definition is "men and women in the same employment performing equal work must receive equal pay, unless any difference in pay can be justified".



Mean (avg) gender pay gap using hourly pay



Median gender pay gap using hourly pay 17.7%

Percentage of Women who receive bonus pay 63%

Percentage of Men who receive bonus pay

66.5%

Mean (avg) gender pay gap using bonus pay

65.5%

Median gender pay gap using bonus pay 66.1%

Our steps to address the gap

Driving diversity and inclusion across Citygate is a key focus for 2023. Citygate Automotive commenced a people transformation programme during 2022 which included the appointment of a Group Head of People who commenced driving and delivering people, change and technology initiatives across the business, collaborating with all employees. Citygate Automotive also appointed Sarah Sillars, OBE who is our first female Non Executive Director to our Board of Management in January 2022.

As part of the people transformation deliverables, new benefits have been introduced such as maternity pay being increased to 26 weeks at 90%, followed by SMP (previously it was the statutory 6 weeks at 90%, followed by SMP); holiday entitlement has been increased, service recognition has been introduced and flexible, along with hybrid working is now standard in some roles. Many Citygate policies have been enhanced or introduced including flexible working and our menopause policy. Recognition of employees and the celebration of key achievements for all our colleagues is centralised and visible via a new internal communications solution. Our entire talent acquisition and onboarding process has been digitalised, a new careers website has been designed and launched and all role adverts have been re-written which include more aspiring and inclusive language. The **Talent Acquisition Employee Forum** established to create our employee value proposition was diverse and the outputs from the forum, along with companywide engagement survey analysis helped craft our inclusive culture approach to attraction. We have also produced and published employee stories highlighting our talented colleagues and the variety of roles and opportunities that in the past would typically be filled by men.

Since June 2022, we have trained fourteen colleagues from many of our locations on First Aid for Mental Health, have introduced an Employee Assistance Programme, a Wellbeing hub and launched a Citygate Wellbeing Ambassadors Forum of which we have a 50/50 split of women and men members.

Our steps to address the gap

It is important to understand why any colleague leaves Citygate and therefore exit interviews are conducted in person and feedback is constantly analysed with continuous improvements being deployed. Regular check-ins for everyone regardless of role is encouraged. There will be a new performance process and solution deployed during 2023.

In March 2023 we also held our first International Women's Day Event where we heard an inspiring interview championing women in automotive where topics such as building confidence, establishing a network and going for opportunities were discussed. The event was a success and we will be building upon the success of this forum throughout 2023, in parallel with mobilising other Equality, Diversity and Inclusion (EDI) Engagement Network Groups and our 2023 EDI Strategy.

Employee recognition and celebrating success are extremely important and in March 2023 we launched Employee of the Month awards which are open to all employees, highlighting the great work being done across Citygate by colleagues who are also role modelling our strong values. We have a great learning Academy at Citygate and offer excellent opportunities to assist with development and progression. There are many opportunities for learning and our curriculum is inclusive, whether the training be brand specific or in-house. The curriculum for 2023 is varied and will introduce a number of new courses and learning approaches.

We are on a people transformation journey and progress has been made in 2022 in many aspects but it is a journey that has many more areas that can evolve to reduce the gender pay gap and our commitment is supported here by the Chairman and CEO. We consider that we have a duty to ensure that we continue to narrow the gender pay gap, getting to our destination quicker every time over the next few years.

We confirm the data reported is accurate and in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Simon McLaughlin Managing Director

Morag Norwood Group Head of People