



INVESTORS
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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

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|--|----------------|------------------|
| Difference in mean hourly rate of pay | 18.3 % | |
| Difference in median hourly rate of pay | 19.2 % | |
| Difference in mean bonus pay | 36.9 % | |
| Difference in median bonus pay | 22.7 % | |
| Percentage of employees who received bonus pay | Male 87.7 % | Female 79.4 % |
| Employees by pay quartile | Male | Female |
| Upper quartile | 86.5 % | 13.5 % |
| Upper middle quartile | 82.4 % | 17.6 % |
| Lower middle quartile | 64.9 % | 35.1 % |
| Lower quartile | 76.4 % | 23.6 % |