

CAR GIANT LTD

GENDER PAY REPORT 2020

This is Car Giant Ltd (“Cargiant”) fourth year of publishing its gender pay information. We have calculated our Gender Pay Gap and Gender Bonus Gap as at the snapshot date of 5th April 2020.





The Company’s total headcount reduced from last year to 715 employees, however further analysis highlighted that despite this reduction, the proportion of women employed by the Company increased.

	2020
Male Employees	647
Female Employees	68
Total	715

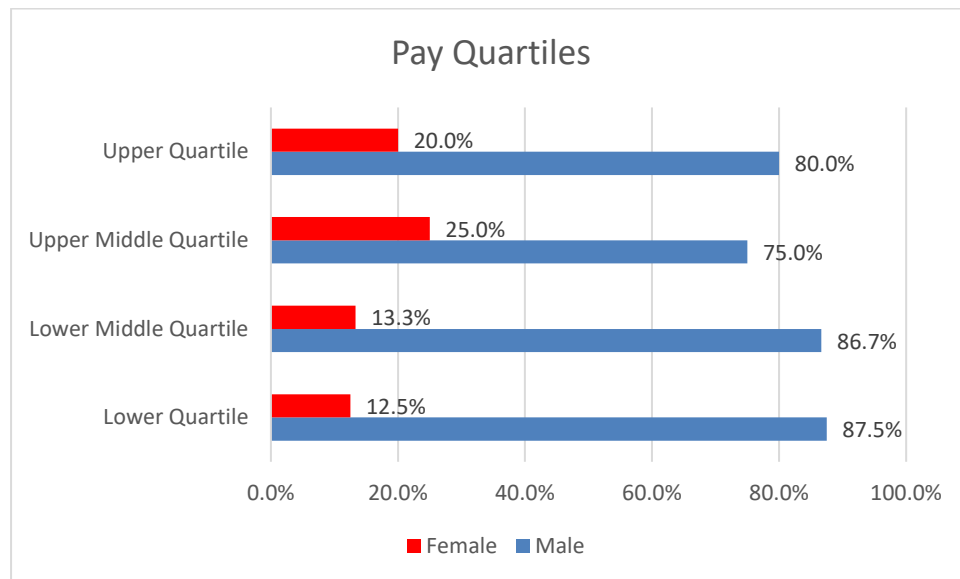


The snapshot date of 5th April 2020 fell during the UK's first nationwide lockdown whilst most of our employees (88.4%) were furloughed under the Coronavirus Job Retention Scheme. Those not placed on furlough leave worked in key areas of the business, namely head office support functions, facilities management staff, and security officers.

GENDER PAY GAP

	Mean	Median
GENDER PAY GAP	7.1% 	-16.0% 
GENDER BONUS GAP	59.8% 	17.0% 

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE



As with previous years, due to the workforce being predominantly male, including the Company Directors, we have again calculated a positive mean gender pay gap. However, due to the reduced number of employees working during the reporting period and more of our female Full Time Relevant employees falling in the upper and upper middle quartile, we have calculated a negative median (mid-range) gender pay gap.

PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT



The proportions of males and females receiving a bonus is reflective of the Company offering a Time-Keeping Bonus to all its employees. Those who do not qualify for the bonus are our external car buyers who work off-site and are all males.

We are confident that our gender pay gap is not caused by men and women being paid differently, but rather driven by the structure of our workforce. Our aims at recruiting more women into the Company has been successful and we will continue to promote this over the coming years.

I confirm the data and information reported is accurate.

A handwritten signature in blue ink, appearing to read 'M. Holahan', with a mouse cursor arrow pointing to the top left of the signature.

Michael Holahan
Managing Director