

# CAR GIANT LTD

# GENDER PAY REPORT 2021

This is Car Giant Ltd (“Cargiant”) fifth year of publishing its gender pay information. We have calculated our Gender Pay Gap and Gender Bonus Gap as at the snapshot date of 5<sup>th</sup> April 2021.









The Company’s total headcount reduced from last year to 563 employees which was largely impacted by the redundancies that occurred in July 2021. The analysis below demonstrates that overall, it was predominately males who had left the business. Therefore despite this reduction, the proportion of women employed by the Company had slightly increased.

	2020	2021
<b>Male Employees</b>	647	509
<b>Female Employees</b>	68	54
<b>Total</b>	715	563



During the snapshot date of 5<sup>th</sup> April 2021, the nation continued to battle the effects of covid, therefore the business was still utilising the Coronavirus Job Retention Scheme. Subsequently some of our employees (34%) were furloughed or were part-timed furloughed.

**GENDER PAY GAP**

2020	Mean	Median	2021	Mean	Median
<b>GENDER PAY GAP</b>	7.1% 	-16.0% 	<b>GENDER PAY GAP</b>	5.4% 	-3.0% 
<b>GENDER BONUS GAP</b>	59.8% 	17.0% 	<b>GENDER BONUS GAP</b>	43.0% 	52.6% 

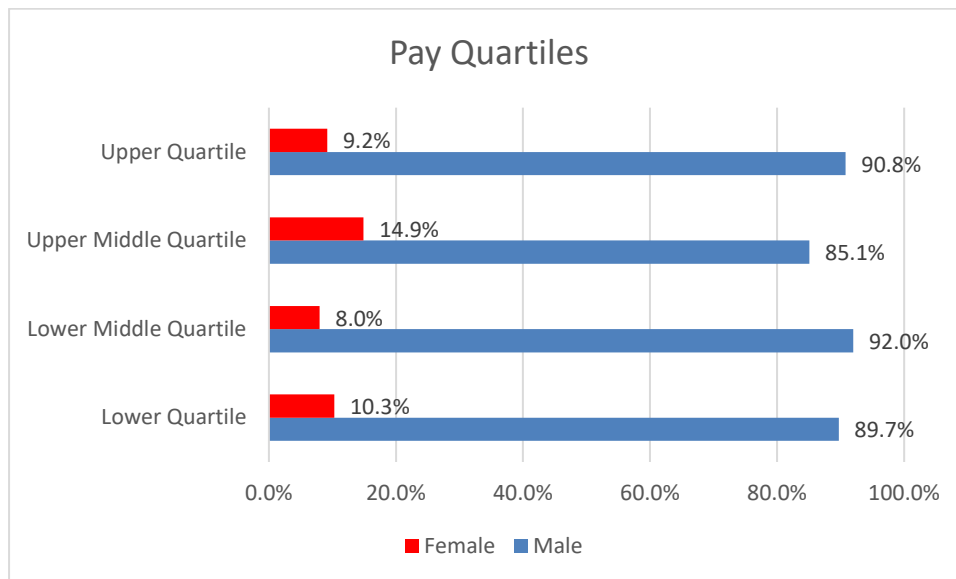
**PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT**

	Received Bonus	No Bonus
<b>Males</b>	99.5%	0.5%
<b>Females</b>	100%	0%

The above data represents that since last year the gender gap remains positive but it has reduced since our last report. Furthermore whilst our bonus mean data appear to have decreased, our median bonus data has increased which could be as a result of a portion of commission based employee's returning to work from furlough.

Moreover, with the exclusion of our external car buyers who are all male and operate off-site, the Company continues to offer a good time bonus (GTB) to all employees which is reflective in our bonus received data. However, due to those being furloughed, not everyone received a good time bonus (GTB) and those that were part-time furloughed received a portion of their GTB on a pro-rata basis. As such the bonus data only reflects those that were working which equated to 204 people.

**PROPORTION OF MALES AND FEMALES IN EACH QUARTILE**



Since last year, the percentage of women in each quartile has reduced and resulted in an increase for the male gender. However, we only had a portion of our overall head count working full time during the snapshot period without the influence of furlough. Due to this, whilst the reduction of our headcount was predominately due to a loss of male staff, only 349 people were not affected by furlough of which 37 were women.

Given the nature of the business and the industry we operate in, the workforce continues to be predominantly male, which is inclusive of the Company Directors. As a result of this, we have again calculated a positive mean gender pay gap. However, due to the reduced number of employees working during the reporting period and again 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.

We are confident that our gender pay gap is not caused by men and women being paid differently, but continues to be as a result of the nature of the industry. Whilst we were not in a position to hire more staff and contribute to our aim of recruiting more women, we were able to retain a higher percentage of our female members in comparison to the males.

I confirm the data and information reported is accurate.

A handwritten signature in black ink, appearing to be 'MH', with a long horizontal stroke extending to the right.

**Michael Holahan**  
**Managing Director**