

# CAR GIANT LTD

# GENDER PAY REPORT 2022

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 of the snapshot date of 4<sup>th</sup> April 2022.









The Company’s total headcount reduced from last year to 497 employees, largely impacted by the redundancies. The analysis below demonstrates that overall, predominately males had left the business. Overall, the percentage of Males and Females has stayed the same

	2021	2022
<b>Male Employees</b>	509	449
<b>Female Employees</b>	54	48
<b>Total</b>	563	497



Below is the Gender Pay

### GENDER PAY GAP

2021	Mean	Median	2022	Mean	Median
GENDER PAY GAP	5.4% 	-3.0% 	GENDER PAY GAP	18.9% 	7.5% 
GENDER BONUS GAP	43.0% 	52.6% 	GENDER BONUS GAP	56.2% 	55.6% 

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

Year	2021		2022	
	Received Bonus	No Bonus	Received Bonus	No Bonus
Males	99.5%	0.5%	41.0%	59.0%
Females	100%	0%	48%	52%

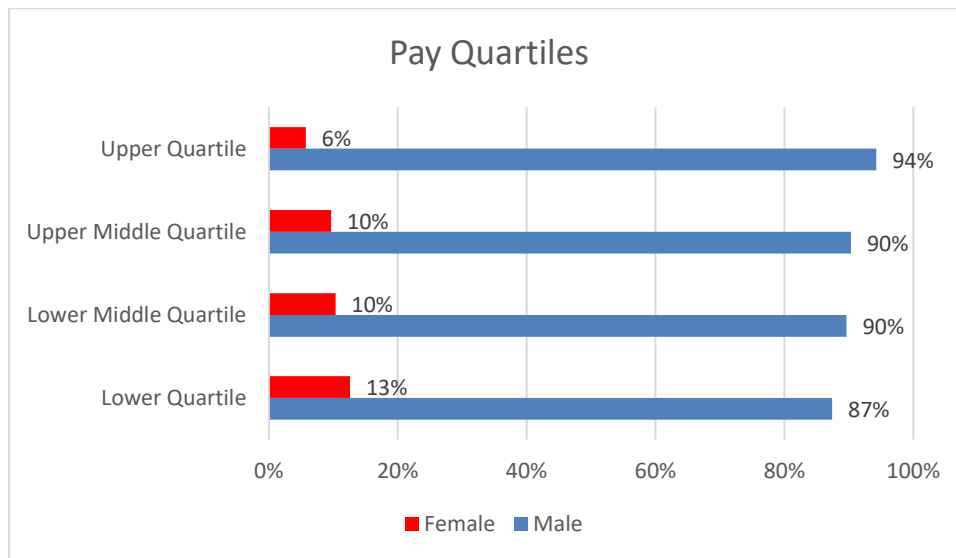
The above data shows that since last year the gender gap has widened to 18.9%. This can be explained by the additional staff who were previously considered as furloughed and who are now being included. 92% of the previous years' furloughed staff were males.

The above median pay gap of 7.5% is lower than the UK national average gender pay gap, which was a median of 10.4% in 2022 (according to the UKHSA 2022)

Furthermore, Cargiant removed a weekly bonus and incorporated it into an increased hourly rate.

Bonus pay is primarily allocated to Sales and Finance Staff.

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



The hourly pay for both males and females was arranged from the lowest to the highest and then divided into 4 quartiles. The division was done as evenly as possible – the quartile numbers were: 135 - lowest quartile; 113 - lower middle quartile; 122 - upper middle quartile; and 127 - upper quartile. Then the proportion of males and females was calculated for each quartile. The quartile calculations above show a higher proportion of males in all the quartiles.

On analysis, the gap is not a result of paying men more than women for the same job – but rather the roles and industries that males and females work in and the salaries these roles attract.

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.

We are confident that our gender pay gap is not caused by men and women being paid differently but continues to be 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.

I confirm the data and information reported is accurate.

A handwritten signature in black ink, appearing to read 'M. Holahan', with a long horizontal stroke extending to the right.

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