

Gender Pay Gap Summary Statement

2025-2026- CAR GIANT LIMITED

Snapshot Date: 5 April 2025

CAR GIANT LIMITED is committed to promoting equality, diversity, and inclusion across all areas of the business. This report provides a snapshot of our gender pay gap as at 5 April 2025 and highlights areas where we continue to focus our efforts.

Our data shows that men are significantly overrepresented across all pay quartiles, particularly in the upper quartile where 94.3% of roles are held by men. Female representation remains low across the organisation, ranging from 5.7% in the upper quartile to 12.5% in the lower quartile. This imbalance is a key driver of the overall gender pay gap.

The mean gender pay gap based on hourly pay is 26.6%, while the median gender pay gap is considerably lower at 5.4%. The difference between mean and median indicates that higher-paid roles, which are predominantly occupied by men, are influencing the average pay gap.

In terms of bonus pay, a higher proportion of women (22%) received a bonus compared to men (16.6%). However, the mean bonus gap (58.4%) and median bonus gap (48.8%) remain significant, reflecting that larger bonus payments are more commonly awarded to male employees, likely due to their concentration in senior or revenue-generating roles. These figures highlight that the primary cause of our gender pay gap is the underrepresentation of women in higher-paying and senior positions, rather than unequal pay for equal work.

CAR GIANT LIMITED is committed to addressing this imbalance by:

- Encouraging greater female representation across all levels of the business
- Supporting career development and progression opportunities for women
- Reviewing recruitment, promotion, and reward practices to ensure fairness and transparency

We recognise that closing the gender pay gap will take time, and we remain focused on making sustainable improvements to create a more balanced and inclusive workforce.

Michael Holahan
Managing Director