

GENDER PAY AND BONUS REPORTING

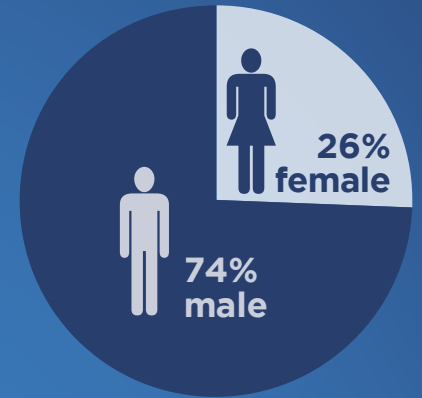
Statistics for staff employed at 5th April 2020

The gender pay gap explained

The Gender Pay Gap shows the percentage difference between the average earnings of men and women.

Our workforce

The motor trade is a historically male orientated business. However at Eastern Holdings, we have invested heavily in our recruitment process which provides for equality and diversity, and it is therefore an individual choice to join the company irrespective of your gender. Our ambition is to employ the best staff for all positions to ensure we always deliver an outstanding customer experience.



Mean gender pay gap 21.8%

The difference between the average earnings of full pay* men and women

Median gender pay gap 23.9%

The difference between the MIDDLE average earnings full pay* men and women

Mean bonus gender pay gap 62.6%

The difference between the average bonus pay of all men and women

Median bonus gender pay gap 50.9%

The difference between the average MIDDLE bonus pay of all men and women

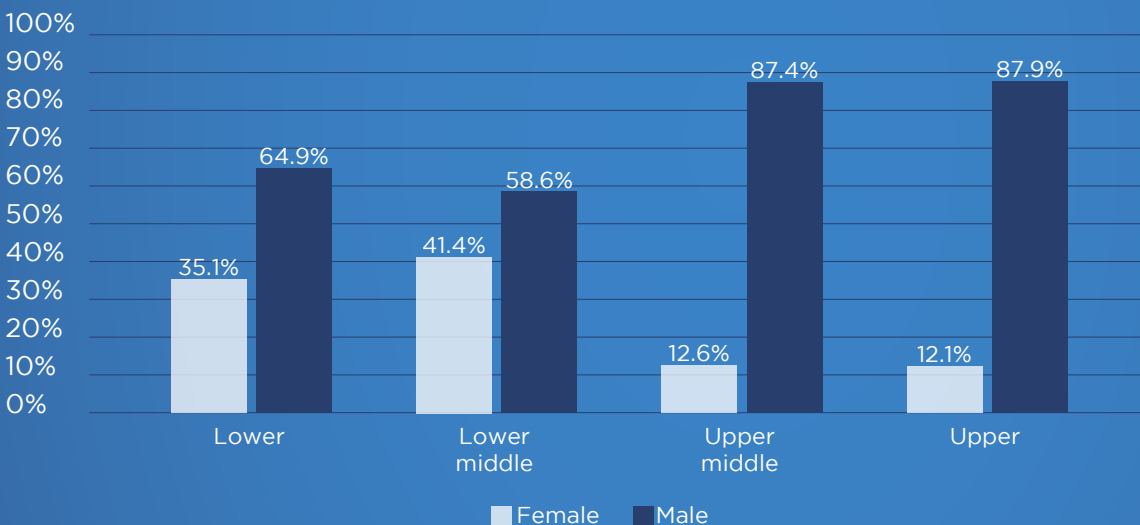
Proportion of males receiving bonus 71.8%

The proportion of male employees receiving bonus against all male employees

Proportion of females receiving bonus 63.9%

The proportion of female employees receiving bonus against all female employees

Quartile pay bandings



The lowest earnings to the highest earnings of full pay* males and females have been split into 4 quartile bandings showing lower, lower middle, upper middle and upper.

*Full pay employees are those employees who are being paid FULL basic pay at the snapshot date of 5/4/2020.

