

# GENDER PAY AND BONUS REPORTING

Statistics for staff employed at 5th April 2024

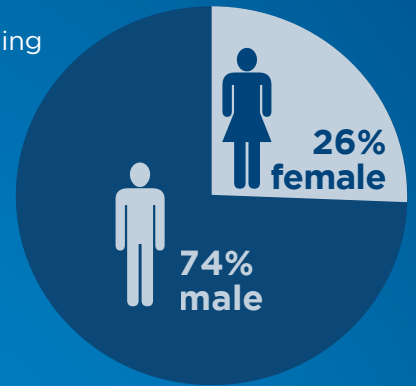
Eastern Western Motor Group (EWMG) has set out to ensure all roles within the business are as accessible as possible to all potential candidates and current staff.

EWMG has worked hard to reduce the working week for many roles with more typically and traditionally, longer working weeks, as well as improving weekend rotas. The net effect is to make all roles as 'family friendly' as possible, whilst maintaining the level of service demanded by our customers.

EWMG has worked with experts in the recruitment field to review job advertisements and remove any unconscious bias as well as ensuring it advertises on forums with a demonstrable gender balance.

EWMG continues to be a meritocracy, insofar as candidates and staff are considered for recruitment and promotion on a competency basis, but with the focus on ensuring access to these roles has been maximised for all.

EWMG has a demonstrably diverse workforce across all strata within the business, creating a modern, dynamic and innovative workplace.



## Mean gender pay gap 30.9%

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

For every £1.00 a man earns, a woman earns 69.1p

## Median gender pay gap 22.5%

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

For every £1.00 a man earns, a woman earns 77.5p

## Mean bonus gender pay gap 65.9%

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

For every £1.00 a man earns in bonus, a woman earns 34.1p

## Median bonus gender pay gap 67.2%

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

For every £1.00 a man earns in bonus, a woman earns 32.8p

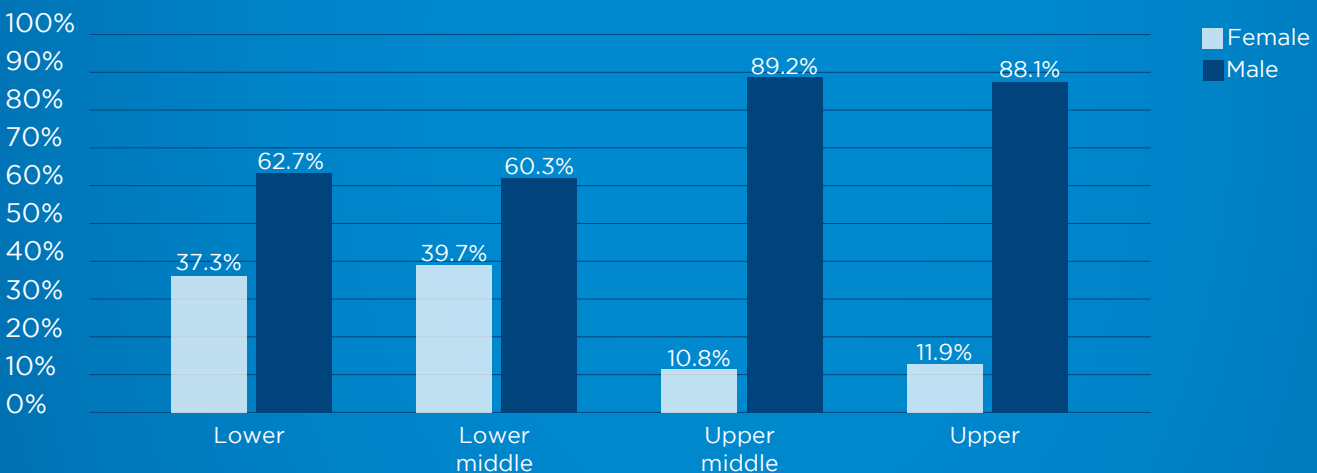
## Proportion of males receiving bonus 79.6%

The proportion of male employees receiving bonus against all male employees

## Proportion of females receiving bonus 73.4%

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 5/4/2024.

