



## GENDER PAY GAP REPORT 2022/2023

### Summary

Companies with over 250 employees are required to report gender pay gap analysis on their website and via the Government portal.

The Sandown Group is made up of two trading entities, Sandown Dorset and Wiltshire Limited and Sandown Surrey and Hampshire Limited, with Sandown Surrey and Hampshire Limited required to report on the government portal. For a full representation of the Group, the combined results of the trading entities have been presented below.

The reporting requirements stipulate that the Group must report on both the mean and median pay gap in terms of hourly rate and bonus pay. It is also a requirement to report the percentage of men and women represented within each earning quartile.

The mean pay gap is the difference between average hourly earnings of men and women. The mean bonus pay gap is the difference between average bonuses paid to men and women over a 12 month period.

The median pay gap is the difference between the midpoint in the range of hourly earnings of men and women. The median bonus pay gap is the difference between the midpoint in the range of bonuses paid to men and women over a 12 month period.

### 2023 Gender Pay Gap findings

Group payroll data was obtained on the snapshot date on the 5<sup>th</sup> April 2023.

At the snapshot date the Group's gender split is 79% male employees to 21% female employees. A challenge within the automotive industry as a whole is a lack of gender diversity within certain job roles. The Sandown Group are investing in apprenticeship schemes to encourage more young people of all genders into the motor industry, which will help create a more diverse and talented workforce.

### Hourly pay gap

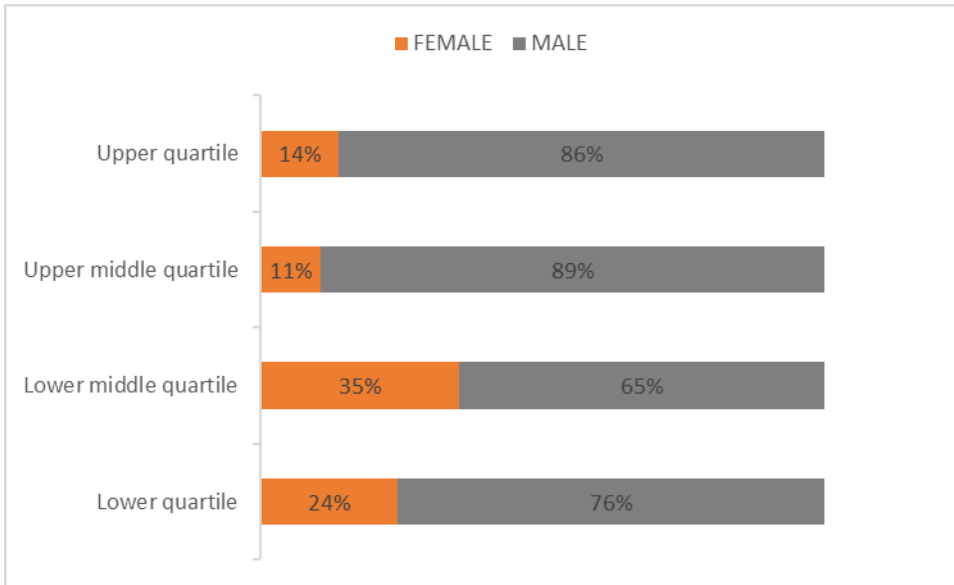
In the Sandown Group, women earn 86p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 13.6% lower than men.

When comparing mean hourly pay, women's mean hourly pay is 17.5% lower than men.

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### The percentage of women in each pay quarter

In the Sandown Group, women occupy 14% of the highest paid jobs and 24% of the lowest paid jobs.



### Bonus pay gap

In the Sandown Group, 52% of women and 71% of men receive bonus pay. Women earn £1.20p for every £1 that men earn when comparing median bonus pay.

When comparing mean bonus pay, women mean bonus pay is 18% lower than men.

I confirm that these published figures are an accurate account of the gender pay gap as at 5<sup>th</sup> April 2023.

**Jo Michael**  
Group Human Resource Director