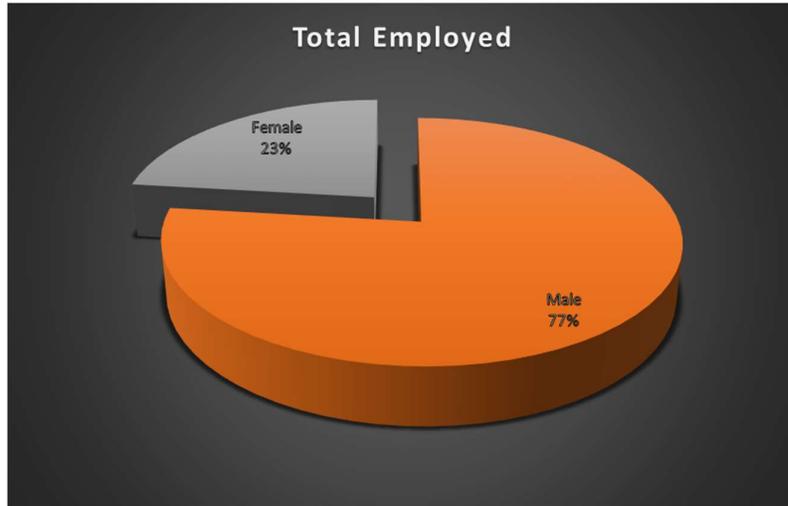


## Gender pay gap report April 2017

TG Holdcroft Holdings Ltd employed 497 “relevant employees” at the snapshot date of 5<sup>th</sup> April 2017.

The Automotive Retail Sector has through history been a very Male dominated industry at most levels of the business. It is therefore no surprise that when we take a snapshot of our organisation we have a much greater proportion of Male employees (77%) than Female (23%).



The disproportionate amount of male employees in our sales teams (81% male) and our management teams (88% male) deliver a gender pay gap of 26.86% (Mean Ave) and 27.52% (Median Ave).

We have over recent years seen increases in the number of females wanting to join our sales teams and that number stood at 35 on the review date of 5<sup>th</sup> April 2017 which is 19% of our total sales force.

From a management perspective we have also seen an increase in the number of females being either recruited by us into a high level position or promoted from within our organisation. Our philosophy is to promote and reward individuals based on their ability and performance, gender does not factor within that decision.

As at April 2017 we had 7 female members of our management team. The remuneration packages for our management teams are the same for both male and female employees and the only differences in earnings would be based purely on individual performance. This is demonstrated when looking at the gap between male and female managers pay which is only 1.98%.

We expect that over the coming years the numbers of female applicants for these sales and management positions will increase and we continue to encourage this through our recruitment policy.

TG Holdcroft Holdings Ltd is an equal opportunities employer and is dedicated to meeting its obligations under the Equality Act 2010. Appointments made to our organisation are based on the merits of the individuals that apply for positions and we always look to employ the “best person for the job” regardless of gender.

**Gender pay gap explained:-**

A pay gap is the difference in average pay between two groups within a workforce. It is not to be confused with equal pay which is concerned with individuals being paid equally for the same or similar types of work. The information given in this report concerns the pay gap between male and female employees within the workforce of TG Holdcroft Holdings Ltd.

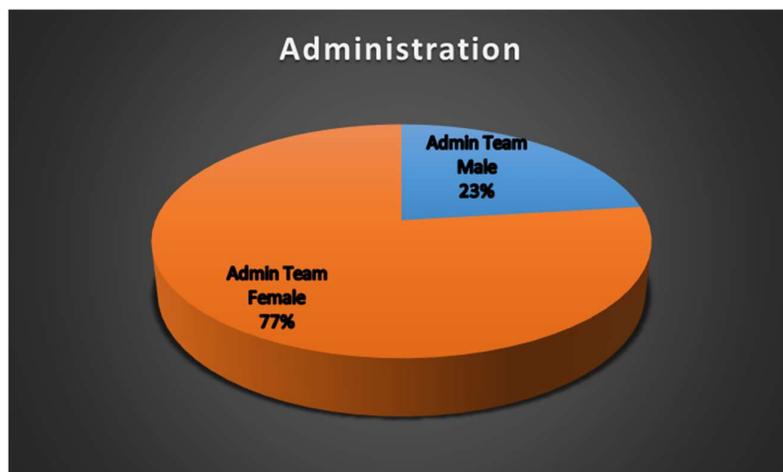
Difference in mean hourly rate of pay	26.86%
Difference in median hourly rate of pay	27.52%

The mean and median pay gap is reflective of the high proportion of male employees within our sales teams and at senior level. This gap will continue to exist until those numbers become more equal. TG Holdcroft does encourage females to apply for roles within all areas of the business and they are considered equally with all applicants by their ability, experience and performance.

Mean bonus pay gap	20.73%
Median bonus pay gap	(19.89%)
Proportion of Males receiving a bonus	87.70%
Proportion of Females receiving a bonus	47.83%

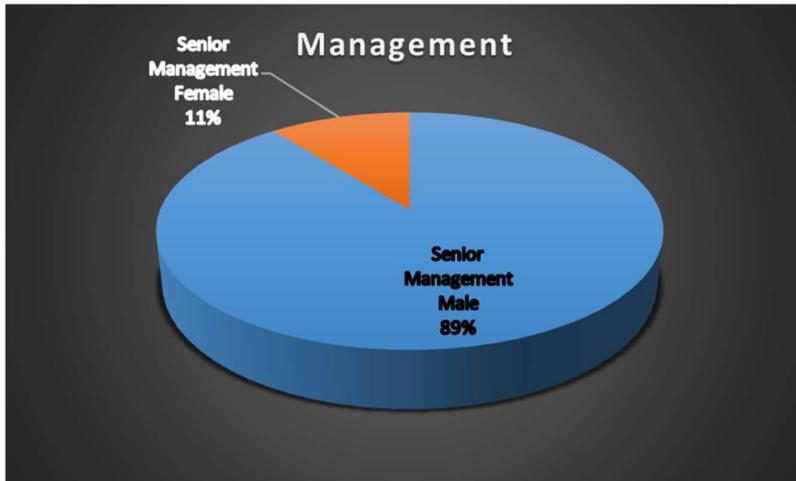
TG Holdcroft Holdings Ltd operates with a number of bonus schemes to encourage strong performance from its employees as well as a strong focus on customer service. This is reflected with 78.47% of the overall workforce receiving a bonus.

A high proportion of our overall females (61%) are employed within administration roles which are generally salaried roles and not commission / bonus based. When we look at the Administration area in isolation of the 91 total employees 70 are female which is 76.92% of the group, and the pay gap is negative at (2.84%), so the females in the administration team on average are paid better than the men.



The data below highlights the disparity between the number of male and female employees in the sales and senior management positions.

TG Holdcroft Holdings Ltd is committed to employing the best candidate for the role in all areas of the business and actively encourages females to apply for those roles in both sales and senior management.



# Gender Pay Quartiles

