

GENDER PAY GAP REPORT 2020

At Greenhous, we believe that we are one of the best companies to work for in the motor industry.

We value our employees and are committed to providing competitive salaries and benefits, along with a genuine work-life balance. Overall our Indeed.com score as an employer is 4.8 out of 5.

Greenhous Group (Holdings) Ltd and Greenhous Group Limited are required to report their gender pay gaps, due to employing more than 250 employees. Greenhous Limited does not employ more than 250 employees so is not required by law to report, but has been included in this exercise for transparency. Greenhous Group Limited and Greenhous Limited are both subsidiaries of Greenhous Group (Holdings) Ltd.

The gender pay gap is the difference in the average earnings of male and female employees regardless of their role or seniority, and is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men’s earnings. For example, a 4.0% gender pay gap denotes that women earn 4.0% less per hour, on average, than men. Conversely, a negative 4.0% gender pay gap denotes that women earn 4.0% more, on average, than men.

The gender pay gap does not measure, and should not be confused with, equal pay which is the right for men and women to be paid the same when doing the same, or equivalent, work. Greenhous is committed to the principle of equality.

All data included within this report is based on a snapshot date of 5 April 2020. The calculations are intended to assist Greenhous in complying with the Gender Pay Gap Regulations 2017.

The gender pay gap reporting rules require that employees and workers who do not receive their normal pay for the reporting month be excluded from the calculations. Due to the national lockdown that commenced on 26 March 2020, Greenhous had little choice but to close some parts of the business and to furlough a significant number of employees and workers. As a result, those employees and workers have been excluded from our reporting. Other exclusions were made due to maternity leave, not receiving any pay due to not working that month (i.e. casual workers who did not work) and receiving SSP only payments due to sickness absence. The percentages below relate to Greenhous Group (Holdings) Ltd:

	Female	Male	Total
Excluded due to furlough	63.5%	71%	69.8%
Excluded for other reasons	1.8%	1%	1.1%
Total	65.3%	71.9%	70.9%

The mean gender pay gap:

Greenhous Group (Holdings) Ltd	Greenhous Group Limited	Greenhous Limited
23.4%	24.4%	19.4%
(12.3% 2019)	(12.9% 2019)	(8.6% 2019)
(13.4% 2018)	(13.4% 2018)	(12.2% 2018)

Based on the fact that 70.9% of our workforce was excluded from gender pay gap reporting for 2020, we do not believe that the above figures for 2020 are a true reflection of our gender pay gap.

The median gender pay gap:

Greenhous Group (Holdings) Ltd	Greenhous Group Limited	Greenhous Limited
20.3%	36.1%	-13.01%
(8.5% 2019)	(8.9% 2019)	(-3.3% 2019)
(6.8% 2018)	(10.4% 2018)	(-12.7% 2018)

Based on the fact that 70.9% of our workforce was excluded from gender pay gap reporting for 2020, we do not believe that the above figures for 2020 are a true reflection of our gender pay gap.

The mean bonus gender pay gap:

Greenhous Group (Holdings) Ltd	Greenhous Group Limited	Greenhous Limited
60.1%	97.3%	34.5%
(31.3% 2019)	(33.2% 2019)	(27.3% 2019)
(49.5% 2018)	(51.5% 2018)	(68.0% 2018)

The bonus gender pay gap is calculated for the period April 2019 to March 2020, and is made up of both bonus payments and commission earned. Due to the nature of our industry, the roles that attract bonus and commission payments continue to be male dominated.

The median bonus gender pay gap:

Greenhous Group (Holdings) Ltd	Greenhous Group Limited	Greenhous Limited
35.2%	27.6%	11.4%
(-71.9% 2019)	(-80.1% 2019)	(11.9% 2019)
(-47.5% 2018)	(-36.6% 2018)	(47.9% 2018)

The bonus gender pay gap is calculated for the period April 2019 to March 2020, and is made up of both bonus payments and commission earned. Due to the nature of our industry, the roles that attract bonus and commission payments continue to be male dominated.

The proportion of males and females receiving a bonus payment:

Greenhous Group (Holdings) Ltd	Greenhous Group Limited	Greenhous Limited
Males: 37.1% (77% 2019) (70.8% 2018)	Males: 35.9% (80.8% 2019) (77.8% 2018)	Males: 49.5% (50% 2019) (41.6% 2018)
Females: 45.2% (53.5% 2019) (58.7% 2018)	Females: 49% (59.5% 2019) (65.8% 2018)	Females: 17.4% (28.6% 2019) (27.6% 2018)

The bonus gender pay gap is calculated for the period April 2019 to March 2020, and is made up of both bonus payments and commission earned. Due to the nature of our industry, the roles that attract bonus and commission payments continue to be male dominated.

The proportion of males and females in each quartile band:

Greenhous Group (Holdings) Ltd	Bands	Total no. employees in band	Females	Males
	Upper	99	7.1% (10.2% 2019) (10.5% 2018)	92.9% (90% 2019) (89.5% 2018)
	Upper Middle	100	15% (11.7% 2019) (10.9% 2018)	85% (88.3% 2019) (89.1% 2018)
	Lower Middle	100	28% (19.2% 2019) (24.7% 2018)	72% (80.8% 2019) (75.3% 2018)
	Lower	100	26% (17% 2019) (12.1% 2018)	74% (83% 2019) (87.9% 2018)

Greenhous Group Limited	Bands	Total no. employees in band	Females	Males
	Upper	92	6.5% (9.1% 2019) (10.2% 2018)	93.5% (90.9% 2019) (89.8% 2018)
	Upper Middle	93	14% (11.6% 2019) (8.8% 2018)	86% (88.4% 2019) (91.2% 2018)
	Lower Middle	92	28.3% (17.7% 2019) (22.0% 2018)	71.7% (82.3% 2019) (78.0% 2018)
	Lower	92	26.1% (15.9% 2019) (13.2% 2018)	73.9% (84.1% 2019) (86.8% 2018)

Greenhous Limited	Bands	Total no. employees in band	Females	Males
	Upper	7	14.3% (12.1% 2019) (17.6% 2018)	85.7% (87.9% 2019) (82.4% 2018)
	Upper Middle	8	37.5% (29.4% 2019) (35.3% 2018)	62.5 (70.6% 2019) (64.7% 2018)
	Lower Middle	8	37.5% (29.4% 2019) (20.6% 2018)	62.5% (70.6% 2019) (79.4% 2018)
	Lower	7	0% (12.1% 2019) (8.8% 2018)	100% (87.9% 2019) (91.2% 2018)

Again, the figures for the quartiles listed above have been affected by the fact that 70.9% of the workforce was furloughed for the reporting period. As for the gender pay gap, we do not believe that the above is a true reflection of our structure, due to this.

Overall, as is typical of the motor industry, there continues to be a large gender imbalance, but there has been an improvement based on the overall structure of the workforce (i.e. ignoring exclusions): 15.9% female (compared to 14.7% in 2019) and 84.1% male (compares to 85.3% in 2019).

Greenhous continues to work to attract females to the industry, but this will be a long-term project as females will need to be attracted at apprenticeship level in a number of roles, in order to progress up the career ladder. Unfortunately, due to the lockdowns over the past 12 months, we have not been able to attend school careers days and other related events, in an endeavour to attract more females into the industry. We hope to resume this activity when schools reopen for the new academic year.

Observations

- Since the 2019 report Greenhous has acquired further new sites in Telford and Tamworth, as well as Premier Ford on the Isle of Wight and Adams Morey which has sites across the south of England. Overall, the workforce for these new sites are 15.7% female / 84.3% male.
- As is typical for this industry, the majority of senior roles are currently held by males.

Closing the gap

Whilst we do not believe the figures for 2020 to be a true reflection of our workforce, we will continue to make every effort to continue to reduce our gender pay gap.

Greenhous is an equal opportunities employer, committed to gender diversity and pay parity. We are committed to increasing the number of females in our workforce and continue to seek to increase the number of females at all levels within the company, with a workplace culture and environment that will attract and retain females to Greenhous.

To this end, we are also committed to improving our gender pay gap figures through a number of initiatives, which continue from last year:

- **Recruitment and Retention:** the motor trade has traditionally been a male dominated industry and there are not a lot of qualified females, especially in technical roles, to recruit into the company. Our aim therefore is to recruit females at an apprenticeship level, especially for technical roles, so that they can be trained to become qualified. In the short to medium term we expect that, realistically, this will widen our gender pay gap as female apprentices will be paid much less than male employees who are qualified and experienced, but in the long term this imbalance will adjust and the gender pay gap will be reduced in the long term.

In order to reach as wide an audience as possible we advertise our vacancies across a wide range of platforms including our web site, social media, job centres, local newspapers and recruitment agencies. We also advertise all vacancies internally, to promote skills and career development within.

- **Flexible Working:** Greenhous offers all employees the right to request to work flexibly.
- **Relationships with schools and colleges:** we will continue to build relationships with local schools and colleges to promote the motor trade as a viable career option for females.

Greenhous holds a realistic view that, in themselves, none of the above initiatives will remove the gender pay gap and that schools and the government also have a responsibility to promote traditionally male dominated industries to female students as a viable career option. Even with this, it will take time for new females entering the industry to work up the career ladder.

Nevertheless, we are committed to make improvements and will continue to report on the work we are doing to close the gap, on an annual basis.

I, Mike Pawson, Financial Director, confirm that the information in this statement is accurate.

Mike Pawson

6 August 2021