

GENDER PAY GAP 2023

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PAY DATA

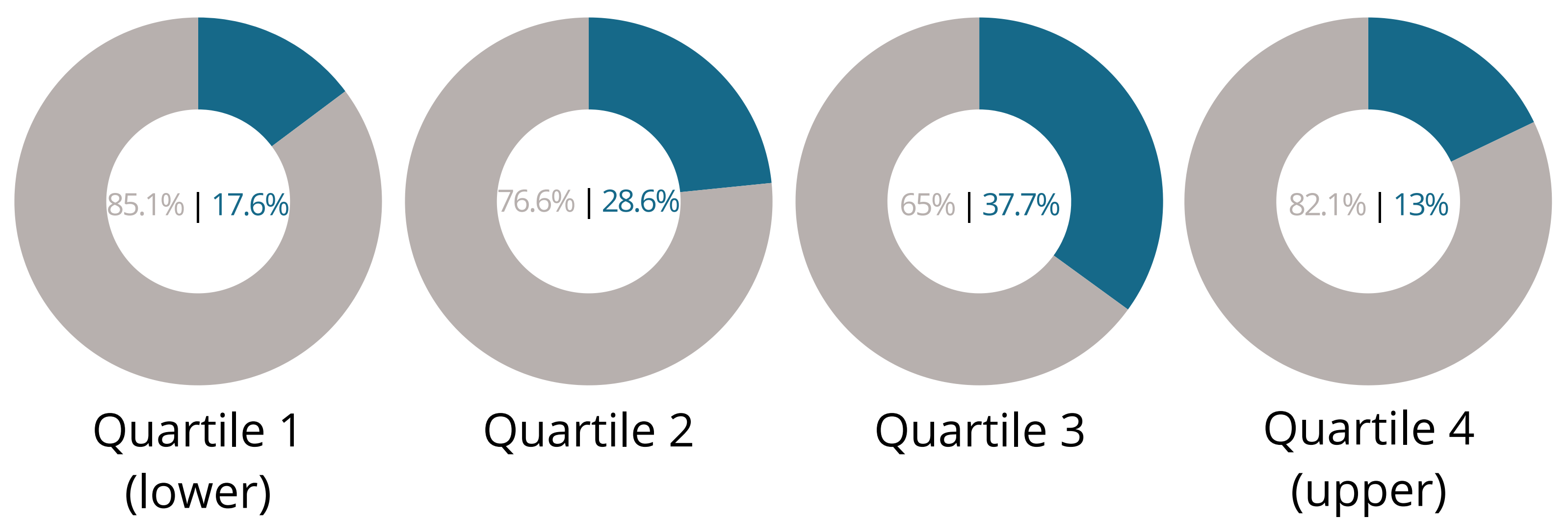
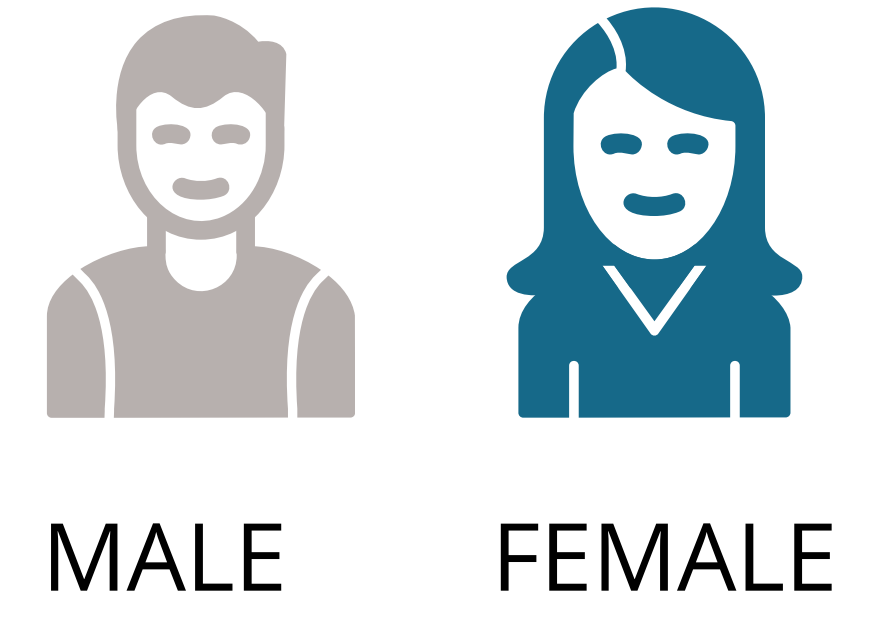
DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 10.5% lower than men's	Women's median hourly rate is 3% higher than men's

When comparing mean hourly rates, women earn **£89.5p for every £1** men earn
 When comparing median hourly rates, women earn **£1 for every 97p** men earn

PAY QUARTILES

The image below shows the gender distribution at City West Country Limited when colleagues are placed into four equally sized quartiles based on pay



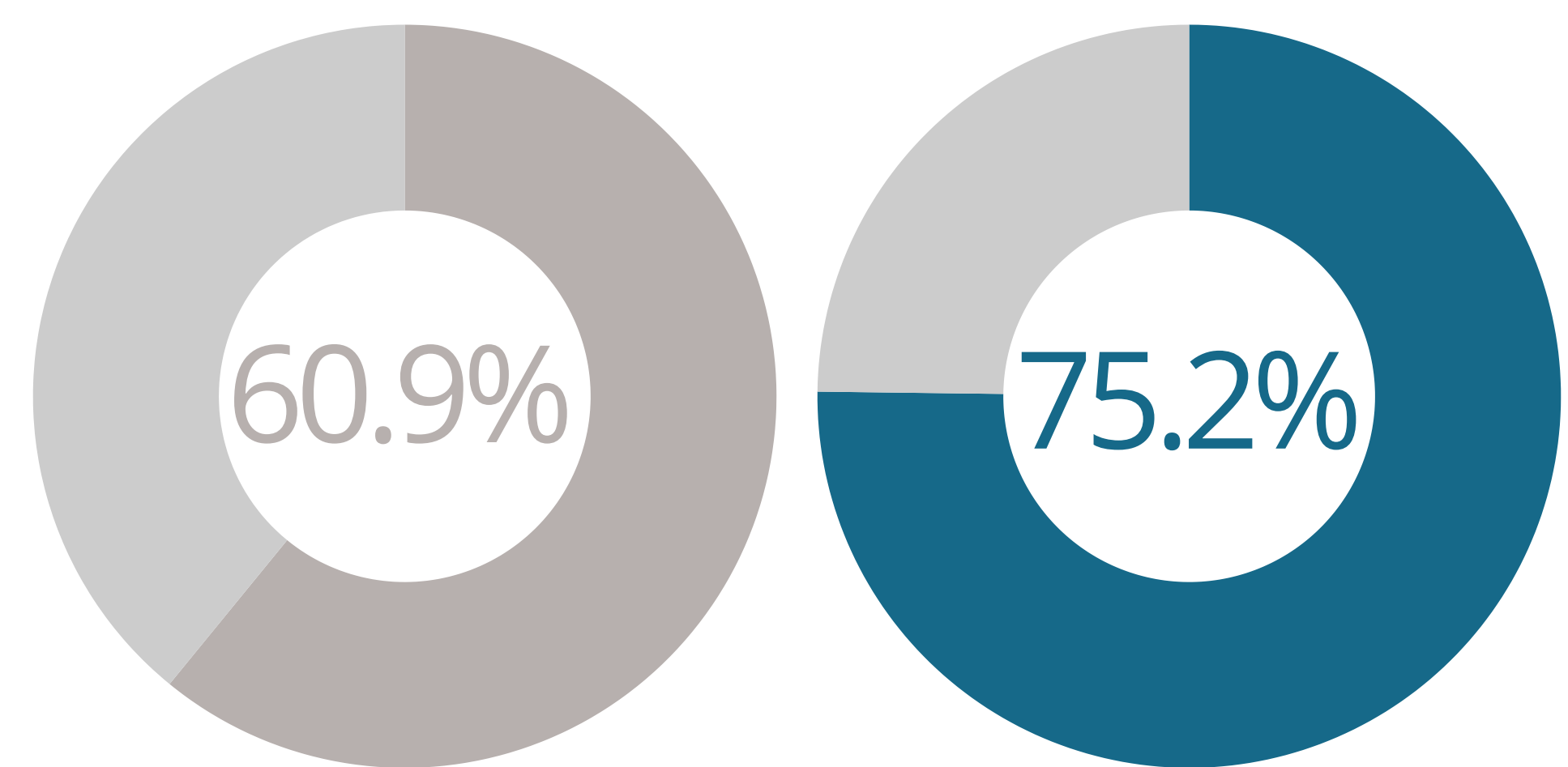
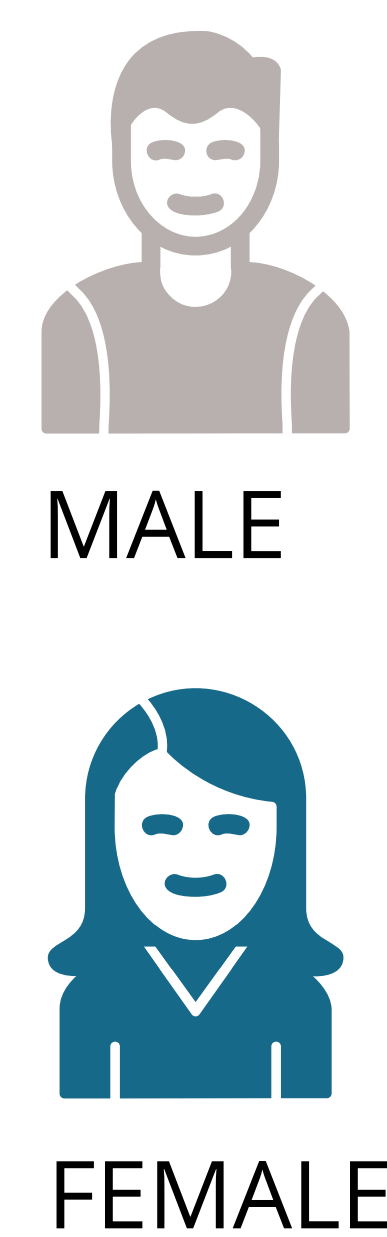
Proportion of male and female staff in quartiles

BONUS DATA

BONUS PAY GAP

MEAN	MEDIAN
Women's mean bonus pay is 43.5% lower than men's	Women's median bonus pay is 28.6% lower than men's

PROPORTION OF STAFF RECEIVING A BONUS PAYMENT



A message from **Richard Syree**, Head of Human Resources at City West Country Limited

At Mercedes-Benz South West, we are passionate about creating a diverse and inclusive place to work, with a commitment to equality and fairness at the heart of our values and everyday practices and policies. We aim to recruit, nurture and retain a diverse workforce that reflect the diversity of our customer base.

As part of this, we are committed to creating a gender-balanced workforce, ensuring that women have the same opportunity within the business to achieve strong career progression as men, which includes pay.

We do still have a greater number of men than women in roles that carry a higher proportion of performance related variable pay but we continue to see a shift in terms of the number of females in higher paid roles. Our representation of women in our upper middle quartile has increased from 35% to 37.5% and in the upper quartile, it has increased from 13% to 17.9%. Whilst these may appear as modest increases, it demonstrates our continued commitment to challenging the stereotype of the motor industry.

Across our wider workforce, we continue to have a consistent approach to bonus earnings, with men and women having equal opportunities for roles involving performance related variable pay. Our gender pay report continues to show that a higher proportion of female employees earn a bonus, 75.2% than males at 60.9%.

Focus on closing the gap

We consider ourselves to be a business where everyone can progress in their careers and achieve their full potential and are committed to supporting people to do so. Our recruitment methods ensure that our vacancies are accessible to everyone and comply with the Equality Act 2010. We continue with our commitment to attracting female candidates into what have historically been male dominated positions, with a focus on our apprenticeship programme along with an internal Aspiring Managers Programme. We continue to experience a number of internal promotions to middle management positions, which is a testament to our commitment to striving for a gender-balanced workforce.

Monitoring our performance

We will continue to monitor and analyse our gender pay gap so that we can create specific actions to reduce it. Our gender pay gap performance will continue to be reported to the Board on a regular basis.

Richard Syree

Richard Syree | Head of Human Resources | City West Country Limited

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, City West Country Limited is required to carry out Gender Pay Gap Reporting