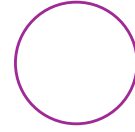




**HIPPO**  
MOTOR GROUP



# GENDER PAY GAP REPORT 2022

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# INTRODUCTION

At Hippo Motor Group we are committed to creating an inclusive, diverse, and equal environment, where people are comfortable being who they are and loving what they do. Our culture has always been a high priority and an important area of this is to increase representation and opportunities for women across all levels of the business. We continually strive to develop talent internally whilst working to attract and retain talent to build an equal opportunity workplace. This is our first year completing a Gender Pay Gap Report, and considering the Motor Trade has always been heavily male dominated, we fully support the UK initiative to improve transparency and equality and are encouraged to further consider how we can drive our culture of inclusion. This report explains what Gender Pay Gap Reporting involves, outlines our findings and reasons behind the gap, as well as how we are planning to start closing the gap. We confirm that the data reported is accurate and in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 201.



# WHAT IS GENDER PAY GAP REPORTING?

It is a government regulation that all businesses with 250 employees or more must report their gender pay gap each year.

The Gender Pay Gap is a measure that shows the difference between average hourly earnings of pay and bonus of Men and Women across the whole business irrespective of role.

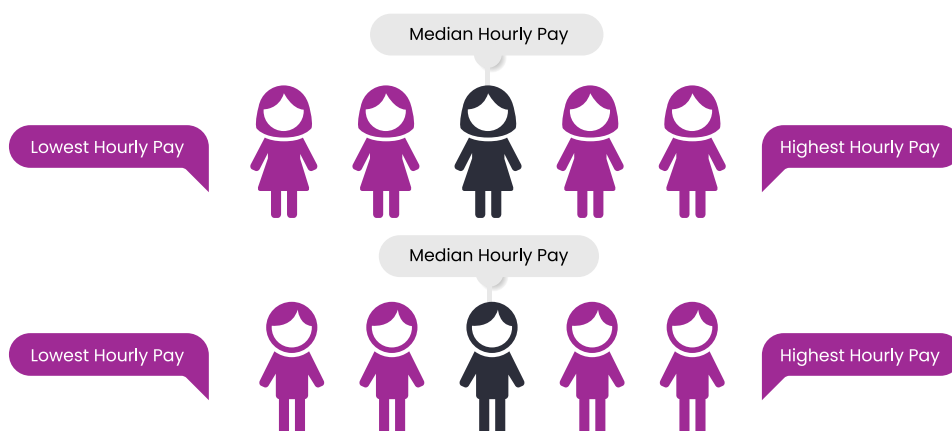
Under the Regulations there are two ways to measure the pay gap.

**MEAN:** is the average hourly rate for a group of employees, which is calculated by adding up the hourly rates of all employees and dividing this total by the number of employees.

**MEAN GENDER PAY GAP:** is the difference between the average hourly rate of male and female employees.

**MEDIAN:** is the middle point of a range of figures that are ordered from lowest to highest.

**MEDIAN GENDER PAY GAP:** The median gender pay gap is the difference between the hourly rate in the middle of the male salaries and the hourly rate in the middle of the female salaries.



The Gender Pay Gap does not measure equal pay which is defined as the right for Males and Females to receive equal pay for equal work however we are committed to our legal obligation to ensure this across the business.

# 2 OUR FINDINGS



Lower Quartile of Pay



73% Male  
27% Female

Lower Middle Quartile of Pay



53% Male  
47% Female

Upper Middle Quartile of Pay



75% Male  
25% Female

Upper Quartile of Pay



87.5% Male  
12.5% Female

At the time of the reporting period Hippo Motor Group Employed 282 Employees, 73% of which were Male and 26% Female. Our pay gap is strongly influenced by the over representation of men in the top 2 levels, which is something we are conscious of.

The Automotive industry has historically been one of the most male dominated industries, particularly in sales and workshop roles which heavily influences our pay gap and something we are committed to changing. We do not believe our gap is too heavily affected by under representation of females at senior level with 45% of Management roles being held by women. Whilst there are still improvements to made, the big focus is increasing female representation across our sales and skilled productive departments.

We believe the motor trade is not actively encouraged enough as a career path for females and we need to ensure we are making it an option for future students.

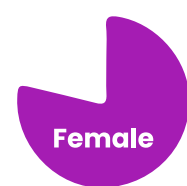
It is clear to see there is a lot of work to be done but we are committed to making a change and decreasing our Gap.

Mean Gender Pay Gap	25%
Mean Bonus Gender Pay Gap	58%
Median Gender Pay Gap	12%
Median Bonus Gender Pay Gap	46%

## Percentage of employees receiving a bonus by Gender



74%



77%

\*A positive percentage shows that women have lower pay or bonuses than men in the organisation.



# CLOSING THE GAP

Now that we have a heightened awareness of our Gender Pay Gap, we are taking conscious steps to address this and continue to strive towards an inclusive and supportive working culture.



## Hippo Training Academy

We are launching our Hippo Training Academy in the next couple of months which is going to provide exciting opportunities for both apprentices and trainees in numerous Skilled aftersales roles, including the Workshop and Bodyshop. This is a great opportunity to focus on providing career opportunities and a path into the Motor Trade for Females as well as Males.



## Partnering with Local Schools

As part of our training academy, we will be looking to partner with local schools and training providers to reach wider audiences and spread the word on the opportunities within the motor trade. This is a great opportunity to reach out to young females and encourage them to consider the Motor Trade as a career option.



## Flexile start and finish times

We have recently began offering flexible start and finish times across departments, including the workshop, to assist employees to fit in childcare responsibilities and other life commitments.



## Recruitment Practice

We always hire based on talent and ability however we are working hard to ensure everyone has the same opportunity to work for us via fair and non-discriminatory recruitment practices. In particular we are committed to ensuring internal vacancies are open to all employees providing progression opportunities for all.



## Championing Role Models

Witnesses other people's success can encourage you to imagine your own success in a role. Ensuring we have female role models within the business will demonstrate that the motor trade is something that females should aspire to, helping to ensure female success stories become more common.