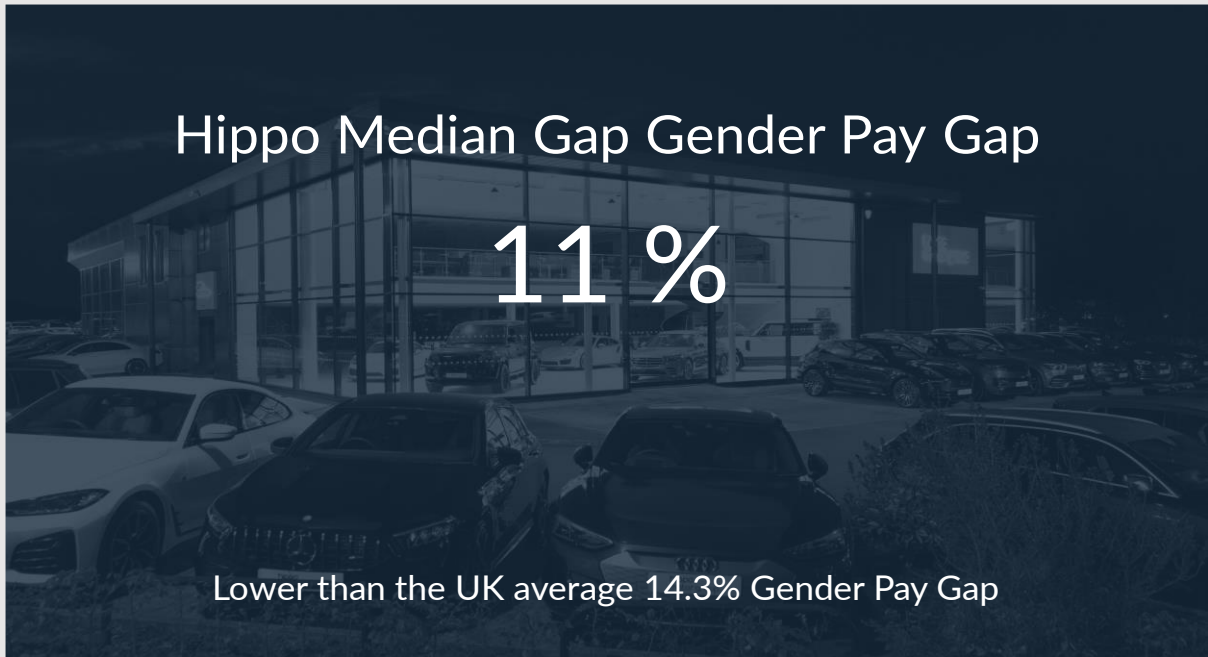


Hippo Motor Group

Gender Pay Gap Report 2024





WHO ARE WE?

Hippo Motor Group was set up by Thomas and Richard, part of the well-known Preston family of Lancashire, who have been trading in the area since 1906. With decades of experience picked up by Preston's through the years, we bring you a car finance company that has gained a firm reputation for fairness, value, and customer service and, as a result, is one of the fastest growing car finance companies in the UK.

Initially set up by our founder George Preston, we were successful coal merchants, but by 1960 we changed direction and entered the motor trade.

A Bedford franchise was set up and due to our enviable reputation for customer service we were fortunate to secure franchises and partnerships from some of the world's top manufacturers such as Mitsubishi, Land Rover, BMW and MINI.

The Group comprises four companies that cover all our customer needs, from car leasing, finance, new and used cars and vans and Prestige cars all expertly prepared at our state-of-the-art Hippo Service Centre with highly trained staff. Acting as champions of equality, diversity, and inclusion.

HOW WE'VE GROWN

Over the years we have developed and grown, gaining valuable experience within our trade. By using our industry-leading buying experience and fully trained finance personnel supported by the best vehicle technicians equipped with the finest equipment, we can achieve some of the best deals available. All this makes us as competitive as possible but also gives you peace of mind with the backing of our strong Hippo team.



Tom Preston
Chief Executive Officer

Why the gap?

As we look back on the 12-month period covered by this report, we are pleased that our median gender pay gap has remained below the average UK gap.

This report explains more about what we have been doing to reduce the gender pay gap.

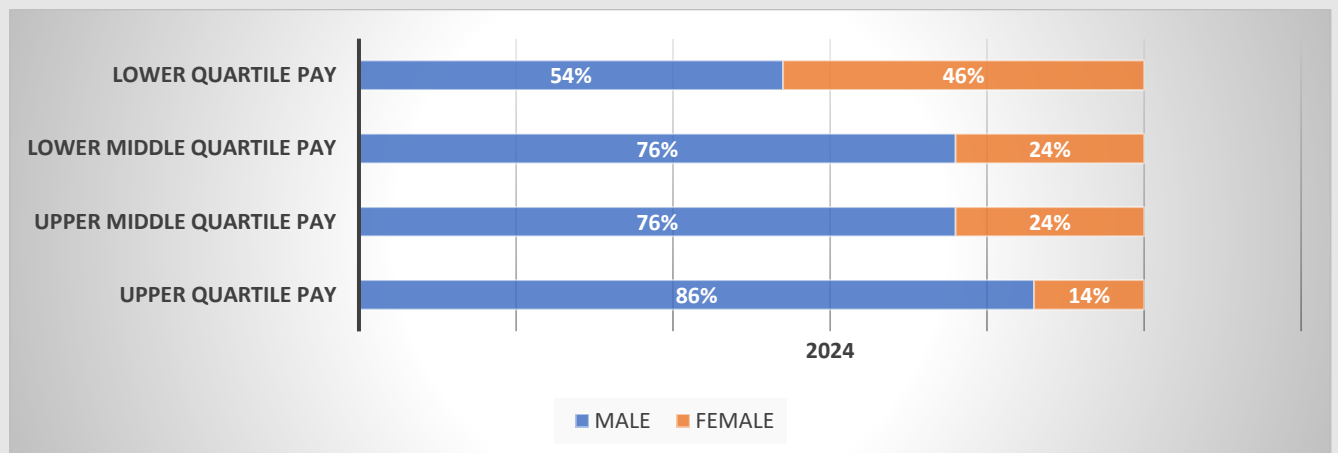
Reporting on all gaps

We are not resting on our laurels - we know there is more we need to do. We will not be satisfied until we have closed all the gaps entirely, which we aim to do by 2025.

Commitment to closing the gaps.

We are continuing to monitor pay equality; however, we recognize the biggest challenge we face is the structure of our workforce within the motor industry has been known as a male environment. We are working hard to enhance our recruitment practices to ensure we can attract and retain the best people. We are developing the talent we have by creating new opportunities for staff to enhance their skills and capabilities, whilst supporting them throughout their career progression.

Our findings

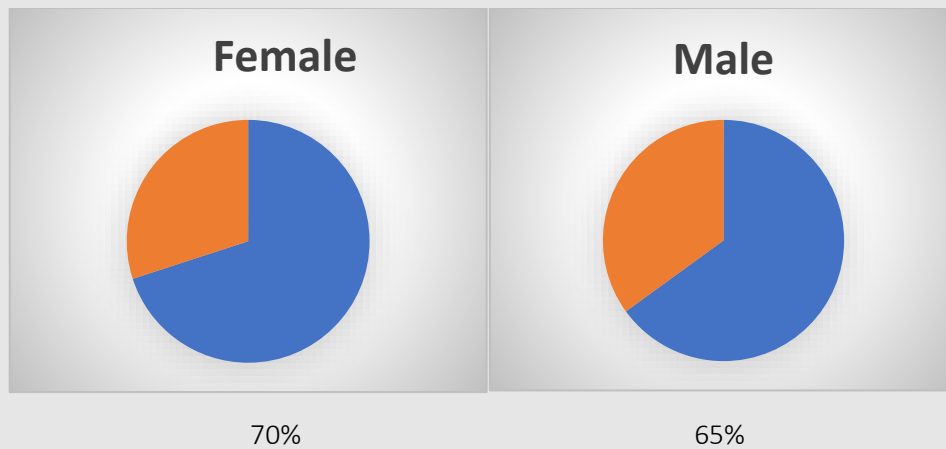


At the time of the reporting period, Hippo Motor Group employed 383 staff. Of which were 78.5% male and 21.5% Female. We are pleased to see a decrease in the mean gender pay gap of 2% in comparison to 2023. With our median gender pay gap sitting at 11% being lower than the average UK Gap at 14.3%.

We consistently increasing females in our quartile pay across the organisation with the female workforce in higher management at 55% which is a 10% increase from 2023. We also see an increase female to males in our lower quartile pay since 2023.

Mean Gender Pay Gap	19%
Mean Bonus Gender Pay Gap	51%
Median Gender Pay Gap	11%
Median Bonus Gender Pay Gap	49%

Percentage of employees receiving a bonus based on gender



Closing the Gap in Gender Pay

We are determined to tackle the gender pay gaps. Our activities fall into three main areas with our aim to expand on already successful initiatives.

1. Recruitment
2. Retention
3. Progression

Recruitment

- Vacancies will reach as wide a pool of potential applicants as possible.
- All job descriptions will be clear and concise, and objective person specifications.
- Staff involved in recruitment and selection will be familiar with the organisation's recruitment and selection policy, and be trained in non-discriminatory recruitment practice
- A clear, fair and concise scoring matrix

Retention

- Appointed female role models and mentors
- Annually assess reward & recognition
- Continue to support parents and parental needs
- Health & Wellbeing programmes

Progression

- Diversity in Leadership, ensuring females continue to receive promotions into senior leadership roles
- Remove barriers of a male dominant motor trade workforce, leveraging apprenticeship schemes and training programmes for females
- Early Careers, we aim to approach diversity through a range of measures such as hosting discovery weeks for students with attraction campaigns and colleges and schools

- Through our talent management processes we aim to drive equitability progression and build on our inclusive culture