

MSL Motor Group had a total of 260 employees on 28th June 2024 (“the snapshot date”). The gender mix was 205 males and 55 females – i.e. 79% of employees were male and 21% female on that date. A consequence of having significantly more male than female employees in MSL is that the male share of the total payroll is substantially higher.

A gender pay gap shows there is a difference between the average pay earned by men and the average pay earned by women in an organisation, irrespective of their role and level within the organisation.

The existence of a gap does not indicate discrimination or bias, or an absence of equal pay for equal value work – but it does indicate a gender representation gap and will capture whether women are equally represented across the organisation.

Even with an equal pay policy, a gender pay gap can still exist if, for example, there is an under-representation of females relative to males in senior roles. MSL Motor Group’s Gender Pay Gap Report for 2024 outlines our gender pay data, explains the factors contributing to the gap and describes the actions we plan to take to address it.

All Employees	Mean	25.09%	Median	22.75%
Part time Employees	Mean	-28.46%	Median	-3.41%
Temporary Employees	Mean	15.91%	Median	8.78%

Bonus Pay Gap	Mean	46.11%	Median	32.89%
Bonus Pay Proportion	Male	87.80%	Female	47.27%
BIK Proportion	Male	29.27%	Female	12.73%

Pay Quartiles shows gender representation at different pay levels.

As there were 260 MSL employees on the snapshot date, we split them into 4 groups of 65 employees, ranked from highest to lowest hourly pay and stated % of females and males in each group

	Male	Female		Male	Female
Upper Quartile	90.77%	9.23%	Lower Middle Quartile	83.08%	16.92%
Upper Middle Quartile	83.08%	16.92%	Lower Quartile	58.46%	41.54%

What does this tell us?

- There were more males than females in senior roles in MSL. Females represented 9.23% of the upper pay quartile and males accounted for 90.77% of the senior upper quartile over the reporting period.
- Males were the predominant gender in all 4 quartiles.
- Our current gender split is like other organisations within our sector.
- Historically the motor industry has been male dominated which is the reason for higher pay gaps with women often being underrepresented in management, sales and technical roles.

What will we do next?

We will continue to review our internal data and explore differences between internal employee groups so we tailor the actions we take that will have the greatest impact on the employee experience and on our attractiveness as an employer for diverse talent.

Recruitment & Selection

- We will explore opportunities to recruit females into the motor industry through internships, apprenticeships and providing career information to schools and colleges.
- Where the appropriate skill set exists, we will aim to hire and/or promote more females to senior management, sales and technical roles
- We will continue to ensure that our recruitment practices promote inclusion.

Training & Development

- Promote female participation in leadership development and mentoring programmes.
- Continue to encourage female employees to seek senior roles and promotional opportunities in the organisation
- Provide unconscious bias training to support our recruitment process

Talent Retention

- Support work practices such as parental leave and maternity pay top-up to attract more women to pursue their career with the company.

The information in this report comes from a data snapshot taken on 28th June 2024. This information is certified as a fair and accurate representation of MSL Motor Groups Gender Pay Gap. We acknowledge that there is work to be done to achieve gender pay equality. MSL Motor Group remains committed to identifying and addressing the root causes of the gender pay gap and implementing strategies to lower the gap.