

Cox Automotive UK

Gender Pay Gap Report 2021

Snapshot date: 5 April 2021

Employee size: 1000 to 4999 employees

Person responsible: Sarnjit Kaur
HR Director, Europe

Introduction:

Over the past year, Cox Automotive UK have been working with team members across our business to build on and develop our commitments to diversity and inclusion and is committed to having a diverse workforce that reflects the communities it serves and to fostering an environment that builds on the unique talents and perspectives of its team members.

Cox Automotive is also committed to becoming an 'employer of choice' for women and this is demonstrated through its focus on empowerment, education and achievement by providing opportunity and equality to all its team members. It also champions a fair wage for all its team members and supply chain partners.

Our commitment to achieving a more gender balanced workplace at all levels remains our priority, as does addressing the gender pay gap, however, we acknowledge that this will take time.

Cox Automotive's goal is to achieve diversity in its workforce, at all levels, by the end of 2022.

The gender pay gap:

The gender pay gap shows the difference in average pay between women and men. This is different to equal pay, which ensures women and men receive the same pay for the same role.

Gender pay gap reporting is designed to reflect the distribution and relative proportions of men and women across a business. It does not take into consideration the jobs that team members perform or their seniority.

How is it calculated?

1. The Mean Pay Gap

The mean is calculated by adding up the hourly rates of all relevant team members and dividing the figure by the number of team members. The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.

2. The Median Pay Gap

The median is the figure that falls in the middle of a range when the hourly rates of all relevant team members are lined up from smallest to largest. The median gender pay gap is calculated based on the difference between the middle team member in the range for males and the middle team member in the range for females.

Cox Automotive's report shows that women and men are paid equally when working in equivalent roles. Our data also shows that we have a higher male population than female population, which is reflective of the general automotive sector in which the organisation operates.

Cox Automotive – Gender Pay Gap and Bonus Gap:

8.8%

The **mean** average gender pay gap in Cox Automotive UK

10.7%

The **median** average gender pay gap in Cox Automotive UK

23.3%

The **mean** average gender bonus gap in Cox Automotive UK

18.4%

The **median** average gender bonus gap in Cox Automotive UK

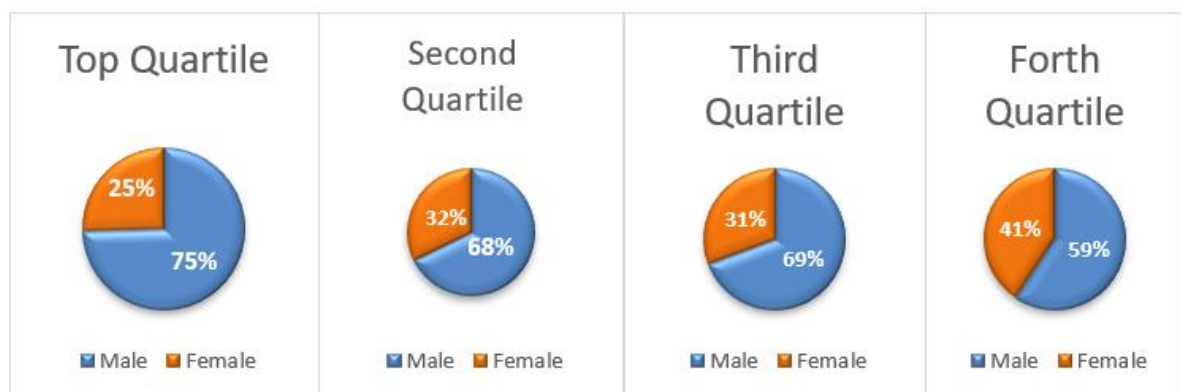
Of those eligible for a bonus last year, 33% were female and 43% were male.

Throughout 2022 we will continue to review our salary and bonus structures and carry out impact analysis of all our team members against those structures. This exercise will also involve detailed analysis on male versus female employees and the data will further inform required action plans.

This year we have seen a slight increase in both our mean average gender pay gap at 8.8% (up from 7.3% in the previous year) and median average gender pay gap at 10.7% (up from 4.2% in the previous year). While this may seem disheartening, it's important to consider the impact of the Covid-19 pandemic on working hours and pay. Also, both our mean & median Gender Pay percentages fall below the nationwide average. (ONS reported that UK overall mean in 2021 as 14.9%, and the median as 15.4%).

Quartiles

These percentages relate to the number of women and men Cox Automotive employs in each quartile of its population. It has proportionally more men in its top quartile, however this year we have seen encouraging growth in our second and fourth quartiles. This is reflective of our long term commitment to bring in more females into the industry in traditionally male dominant roles in order to develop and retain them for future leadership roles.



Driving cultural change in the automotive industry:

Cox Automotive believes that it can only improve the gender pay gap by improving the representation of women in the automotive industry. As such, we are addressing this challenge through our continued commitment to our Women with Drive initiative which supports, develops and champions women in the predominately male automotive industry.

Launched in 2015, Women with Drive, started out as a networking group to listen and talk about the challenges women face in the automotive industry. The activities supporting Women with Drive go to the very heart of how Cox Automotive sees women's contribution to the industry - by their leadership,

teamwork, resilience and commitment. In 2019 Cox Automotive launched the inaugural Barbara Cox Award to celebrate and recognise the achievements of women within the Automotive industry, being a real champion for gender balance and committed to #balanceforbetter. This is awarded on an annual basis.

2020 saw a significant increase in our family friendly, well-being and flexible working policies and more than ever, we put people at the forefront of everything that we do. We also made the allocation of an additional day's holiday for all our team members.

In 2021 we built on our strong family friendly foundations with the introduction of our Infant Loss Policy and the further development of our well-being offering via our benefits platform, offering all employees a free coffee and access to excellent resources.

How Cox Automotive will continue to address the gender pay gap:

- The key to diversity is having inclusive leaders who can bring in and get the best out of their people through increased levels of engagement, collaboration and discretionary effort. It is to this end that we will continue to focus on ensuring no bias in hiring, promotion and development of team members at Cox Automotive and in the on-going education and development of our leaders as part of our extensive diversity and inclusion agenda.
- We will extensively review our current career framework by carrying out detailed impact analysis in relation to the costs of males and females at each level, working towards harmonisation.
- We will continue to create new career opportunities, through expanding our apprenticeship programmes across the business and at all levels.
- We will continue to build more diverse talent pipelines by reviewing our succession plans on a regular basis, to ensure greater diversity. Providing mentors for our female talent pool to support their development and career aspirations.
- We will continue to offer flexible and part-time working, enabling both males and females to balance work and home commitments.

Chief Operating Officer of Cox Automotive, Pete Bell, said: "Cox Automotive will continue to lead the way across the automotive industry, ensuring we support and champion equality for all its team members and aims to continue to listen to its team members and continue to work to make Cox Automotive a great place to be for everyone.

"I confirm that the figures in this disclosure are accurate and have been calculated in accordance with the Gender Pay Gap reporting requirements as defined in the legislation and accompanying guidance."