

Gender pay gap report 2017

Cox Automotive 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 dedicated 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 team members and supply chain partners.

The business' 2017 people survey showed that 84% of team members believe people of all backgrounds can be successful at Cox Automotive, however addressing the gender pay gap will take time and there is some way to go to improve gender balance, particularly at more senior levels.

Cox Automotive's goal is to achieve diversity in its workforce, at all levels, by 2020.

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.

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 automotive sector in which the organisation operates.

Gender pay gap and bonus gap

9.3%

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

2.3%

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

13%

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

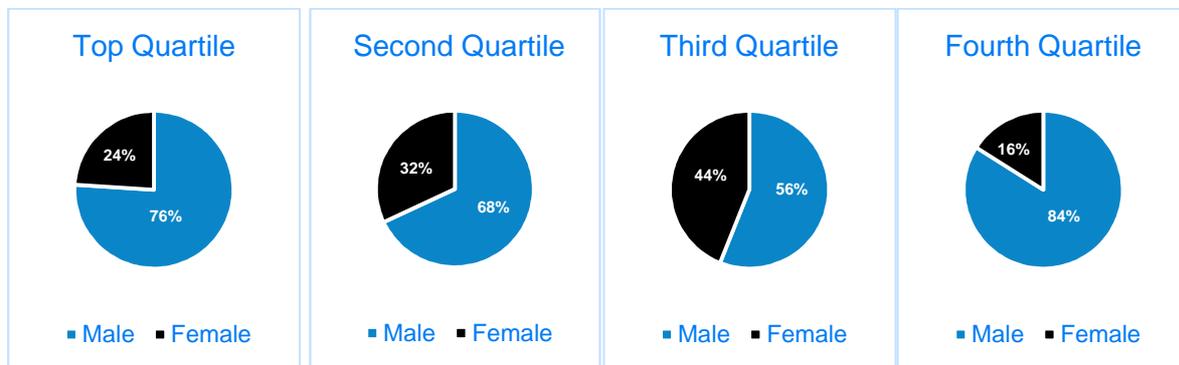
10.2%

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

Of those eligible for a bonus last year, 26% were female and 46% male.

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 and fourth quartiles. By contrast it has almost an equal number of women and men in its third quartile.



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. Cox Automotive is addressing this challenge through its Women with Drive initiative which supports, develops and champions women in the 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. 2018 is a milestone year for Women With Drive, as it supported 10 female team members to climb Kilimanjaro.

This amazing achievement goes to the very heart of how Cox Automotive sees women's contribution to the industry - by their leadership, teamwork, resilience and commitment. The business celebrated their successful return on 8 March, International Women's Day and has a continued commitment to #pressforprogress.

Addressing the gender pay gap

Cox Automotive will continue to ensure that there is no bias in the way it hires, promotes and develops team members.

The business will also build a diverse talent pipeline by reviewing its succession plans on a regular basis, to ensure greater diversity, and providing mentors to support female team members in achieving their career aspirations.

Cox Automotive will also provide greater flexibility at all levels through the introduction of flexible working principles and a career break policy.

The business is also committed to creating new career opportunities, through expanding its apprenticeship programmes at all levels.

Michael Buxton, CEO of Cox Automotive, said: "Cox Automotive will continue to support and champion equality, and aims to keep the conversation open and moving by listening to its team members.

"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."