

# Gender pay gap report 2018

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 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.

In our 2018 People Survey, conducted by Best Companies, we retained our One to Watch Rating and saw our highest ever score, our biggest year on year improvement, in overall engagement and an improvement in 7 out of the 8 dimensions of engagement. However we continue to focus on addressing the gender pay gap and acknowledge that this will take time but we remain committed to achieving a more gender balanced workplace at all levels.

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

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

**8.5%**

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

**3.3%**

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

**7.3%**

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

**7.5%**

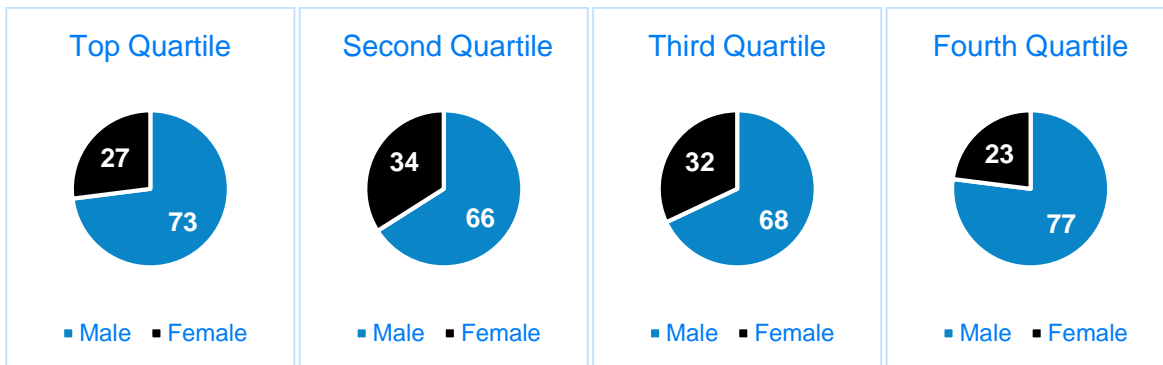
The **median** average gender bonus gap in Cox Automotive UK

Of those eligible for a bonus last year, 84% were female and 88% male.

This year we have seen an improvement in our mean average gender pay gap and also both our mean and median bonus gaps. This is reflective of us having more women at more senior levels and also in 2018 all eligible team members received a companywide bonus.

## 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, but we have seen a 3% increase in women in the top quartile and a 2% increase in our second 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 was a milestone year for Women With Drive, 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 and has shared their story to inspire others. Cox Automotive has also 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.

In 2018 Cox Automotive updated and revised its Family Friendly and flexible working policies and launched for the first time a Career Break policy.

It also launched a new career framework to promote greater visibility on career and development opportunities for all.

## How we will continue to address the gender pay gap

By continuing to focus on ensuring no bias in hiring, promotion and development of team members at Cox Automotive.

By continuing to Create new career opportunities, through expanding our apprenticeship programmes across the business and at all levels.

By continuing 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.

CEO of Cox Automotive Martin Forbes 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 to ensure we 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."