

# Cox Automotive UK

## Gender Pay Gap Report 2019

Snapshot date: 5 April 2019

Employee size: 1000 to 4999 employees

Person responsible: Alison Fisher  
Chief People Officer

### 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 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:

11.3%

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

5.3%

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

38.3%

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

24.5%

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

Of those eligible for a bonus last year, 86% were female and 87% were male.

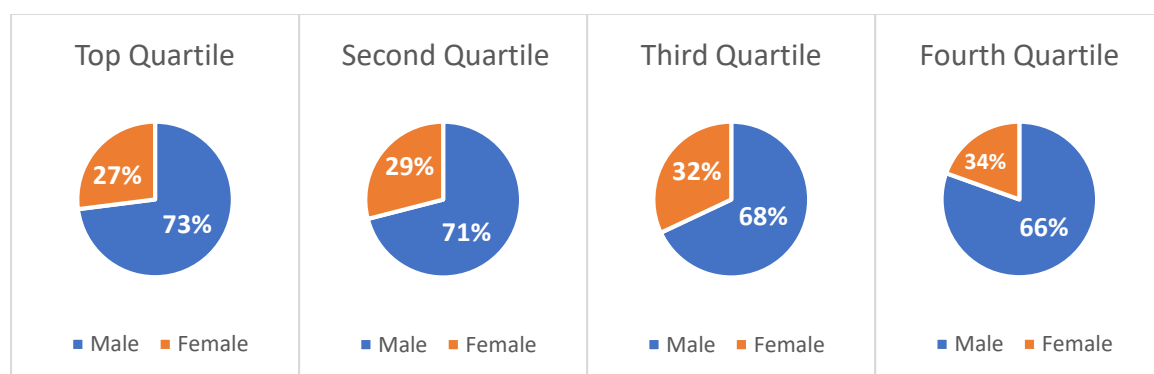
Although we have seen an increase in the number of females eligible for a bonus (+2% from 2018), and a decrease in males eligible for a bonus (-1% from 2018), the loss of three senior executives from the UK business impacted on the overall increase in the bonus gap resulting in an increase from 2018.

In addition, we have rebalanced our fixed versus variable pay mix for our drivers, the majority of which are male. This has also contributed to the increase.

This year we have also seen a slight increase in both our mean and median average gender pay gap which is reflective of our major reorganisation activity. This was carried out on a wider level than the UK business and included our International business. This activity was to ensure the on-going sustainability and security of our business and in a response to economic challenges within the automotive industry.

### 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 an 11% increase in females in the fourth quartile from 2018. This supports our 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 Women with Drive initiative which supports, develops and champions women in the predominantly 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.

Throughout 2018 Cox Automotive updated and revised its Family Friendly and flexible working policies and 2019 saw these policies and practices coming to life. During 2019 we also actively promoted our Career Break policy following its launch in 2018 and made positive changes to our team member deal, including the allocation of an additional day's holiday for all our team members.

### **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 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.

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."