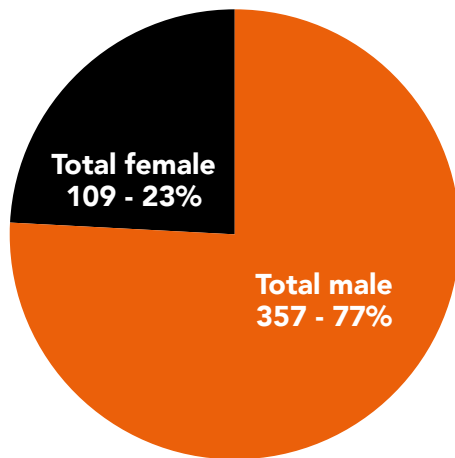
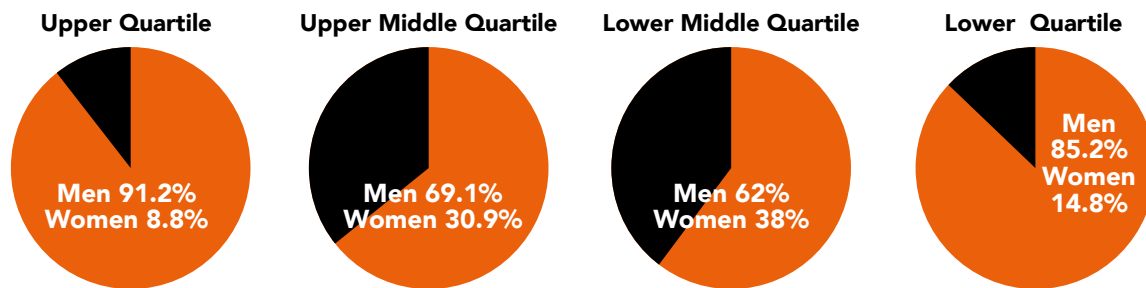


Gender Pay Gap Results for snapshot date of 1st April 2018

Total headcount 466



National Average Gender Pay Gap	17.9%
Mean Gender Pay Gap	12.5%
Median Gender Pay Gap	6.9%
Mean Bonus Gender Pay Gap	53.6%
Median Bonus Gender Pay Gap	34.5%
% of Men Receiving Bonus	70%
% of Female Receiving Bonus	51.4%



Heritage Automotive Gender Pay Gap Statement

Heritage Automotive understands the value of gender diversity and already utilises a number of people tactics to afford fair and comparable opportunities to all colleagues, regardless of gender. We are confident that we pay male and female colleagues equally, though we recognise that as we have a significantly larger number of males working for us, we do have a gender pay gap. Whilst that gap is significantly lower than the national average reported in 2018, Heritage will continue to make efforts to address the difference.

Over the next 5 years Heritage will strive to close the gap and support the UK vision to improve gender parity. To do this Heritage will be seeking to –

- Ensure all leaders and those involved with recruitment are provided with in-depth equality and diversity training
- Review flexible working provisions
- Improve communication and increase the uptake of shared parental leave options
- Engage with schools and colleges to encourage women into technical and mechanic roles
- Develop a women's leadership network focusing on providing mentors for progressing female employees to senior roles

We have made a long term commitment to business improvements with the principles of diversity and inclusion continuing to inform the Heritage experience for both customers and colleagues.

Heritage
automotive

