Hedin Automotive is dedicated to upholding principles of fairness, transparency, and inclusion in its employment practices. We ensure that employment opportunities are accessible to all, with recruitment and promotion within the company based solely on merit. Our recruitment processes are conducted openly and fairly, adhering to industry best practices. Additionally, we offer bonus schemes for specific targeted job roles.

The accompanying infographic illustrates the overall mean and median gender pay gap based on hourly rates as of the snapshot date, April 5, 2024. It also details the gender pay distribution at Hedin Automotive by categorising workforce pay rates into quartiles. As of the snapshot date, 96 female and 276 male employees were identified as "relevant employees." Historically, the motor trade has been a male-dominated sector, and we are pleased to report that women now constitute 34.78% of our workforce.

Hedin Automotive remains confident that both women and men receive equal pay for equivalent roles across the business. Our gender pay gap reflects the proportion of men in the company, including the senior team. We are committed to ensuring that pay is determined by job role rather than individual characteristics, and we actively monitor pay rates to ensure parity between comparable roles. Furthermore, we maintain strict oversight and governance on pay awards for senior staff.
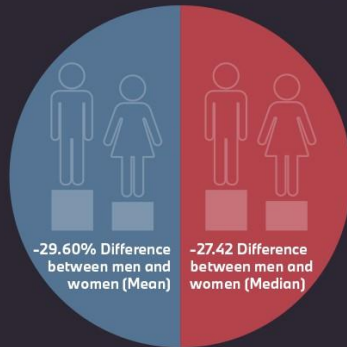
I confirm that the data reported is accurate.

Peter Williams,

Group Finance Director

STEPHEN JAMES – GENDER PAY GAP RESULTS

The overall Mean & Median Gender Pay Gap based on hourly rates of pay

-29.60% Difference between men and women (Mean)

-27.42 Difference between men and women (Median)

A negative percentage shows that women have a lower rate of pay than men.

Proportion of men and women working at Stephen James
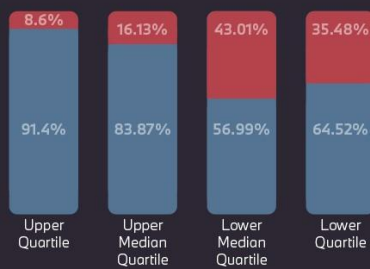
Total number of employees: 372   Snapshot 05/04/24

Men 276	Women 96
65.21%	34.78%

Proportion of men and women receiving a bonus

Men 84.52%   Women 67.27%

Proportion of men and women in each pay quartile band

Women
Men

	Upper Quartile	Upper Median Quartile	Lower Median Quartile	Lower Quartile
Women	8.6%	16.13%	43.01%	35.48%
Men	91.4%	83.87%	56.99%	64.52%

Bonus difference between men and women

-59.44
Mean Bonus Gap

-63.28
Median Bonus Gap