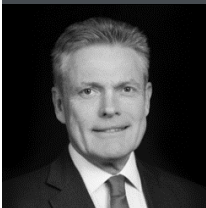


## Innovation Group UK - Gender Pay Gap

Innovation Group continues in its commitment to create a workplace that embraces diversity and provides development and progression opportunities for all employees.

We have made progress this year, whilst recognising that we still have some work to do to definitively reduce our gender pay gap. This work is reinforced through the organisational change programme we initiated in 2017 to underpin our purpose of 'Going Beyond'.

The information provided within this report has been validated and is in line with the UK Equality Act 2018 (Gender Pay Gap Information) Regulations 2017.



**Tim Griffiths**  
Group CEO



**Vanessa Hirsch-Angus**  
Chief People and  
Transformation Officer

### Reminder of legislative requirements.

The UK Government introduced regulations intended to help close the UK's persistently high gender pay gap and to drive true gender equality in the workplace. Across the UK in 2018, according to the Office of National Statistics, women on average earn 17.1 % less than men, or 13.7% less among full-timers.

### Innovation Group UK

**Innovation Group has three companies within the UK that are within scope for the regulations and for whom Gender Pay Gap Reports have been provided:**

- Innovation Property (UK) Limited
- Motorcare Services Limited
- The Innovation Group Limited (includes 1 Insurer and EMaC)

In addition to the legally required disclosures, we have also prepared the statistics for all employees in Innovation Group in the UK to give an overall picture. We have undertaken an analysis of the data to produce the legally required statistics and carried out further analysis to identify root causes. From this, we have formulated an action plan to improve our practices and close the gender pay gap.

# Gender Pay Gap report for all UK IG Employees

The Gender Pay and Bonus Gap:

	Mean	Median
<b>Pay Gap</b>	43.5%	35.2 %
<b>Bonus Gap</b>	47.4 %	17.2 %

Percentage of Males and Females receiving bonus:



Percentage of Males and Females in each salary quartile:

(each quartile contains 25% of the number of total employees)

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
64%	53%	42%	23%
36%	47%	58%	77%

Female    Male

## All data

This shows the full picture of IG as a whole and the three companies that we are legally required to report on.

Gender pay gap:

	All UK IG Employees	Motorcare Services Limited	Innovation Property (UK) Limited	Innovation Group Limited
Mean Ordinary Pay (Hourly Rate) Gap	43.5%	23%	34.5%	40.3%
Median Ordinary Pay (Hourly Rate) Gap	35.2%	6.5%	22.3%	49.3%

Gender bonus pay gap:

	All UK IG Employees	Motorcare Services Limited	Innovation Property (UK) Limited	Innovation Group Limited
Mean Bonus Gap	47.4%	47.17%	86.9%	37.2%
Median Bonus Gap	17.2%	0%	68.2%	5%

## Percentage of males and females receiving bonus:

	All UK IG Employees	Motorcare Services Limited	Innovation Property (UK) Limited	Innovation Group Limited
Male	19.6%	34.2%	7.7%	18.8%
Female	21.1%	24.7%	5.9%	22.3%

## Percentage of males and females in each quartile:

	All UK IG Employees		Motorcare Services Limited		Innovation Property (UK) Limited		Innovation Group Limited	
Lower Quartile	36% Male	64% Female	40% Male	60% Female	52% Male	48% Female	36% Male	64% Female
Lower Middle Quartile	47% Male	53% Female	31% Male	69% Female	64% Male	36% Female	55% Male	45% Female
Upper Middle Quartile	58% Male	42% Female	32% Male	68% Female	72% Male	28% Female	78% Male	22% Female
Upper Quartile	77% Male	23% Female	55% Male	45% Female	85% Male	15% Female	74% Male	26% Female

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