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## Gender Pay Gap

Prepared for: Innovation Group UK

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Date: September 2021

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## Message from Tim Griffiths: Group, Chief Executive Officer



Innovation Group continues to focus on transforming its business globally, whilst examining internal practices to achieve a balanced and diverse workforce.

All employees have access to the same career opportunities. However, as demonstrated by the data, we have more males than females in senior positions but continue to review and enhance strategies to improve this gap.

We are pleased to see that the gender pay gap has decreased in comparison with the prior year but recognise that the bonus pay gap has increased.

All figures reinforce that making progress requires long term commitment and attention. We know that closing any gaps will take time.

## Reporting requirements

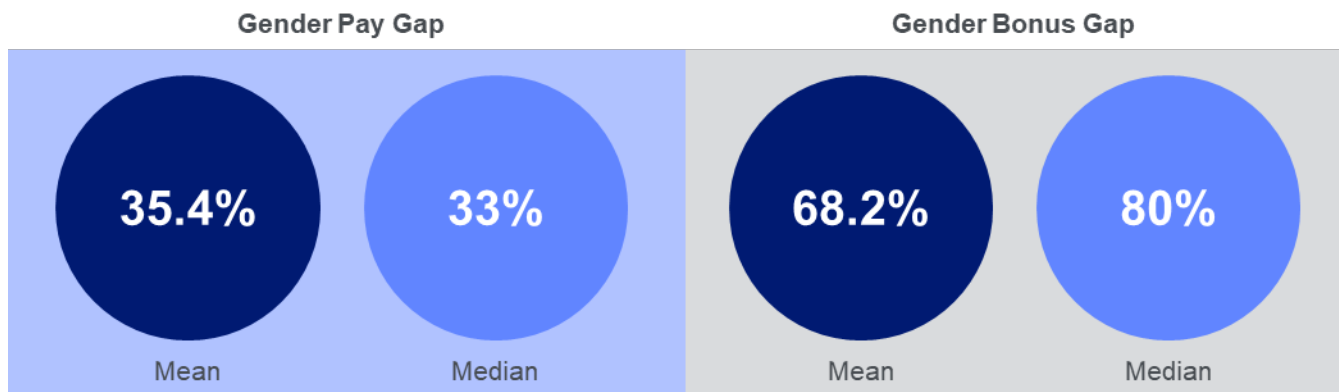
Innovation Group has three companies within the UK that are within scope for the regulations and for whom Gender Pay Gap Reports have been provided:

- 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.

## Gender Pay Report for all UK Employees

### The Gender Pay and Bonus Gap

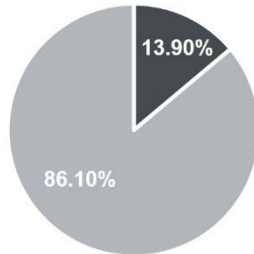


**Mean figure:** The difference between the average of men's and women's pay

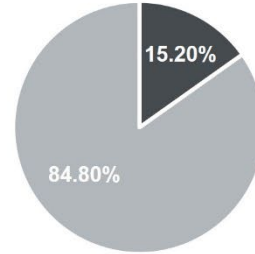
**Median figure:** The difference between the midpoints in the ranges of men's and women's pay

### Percentage of Males and Females receiving bonus

13.9%



15.2%

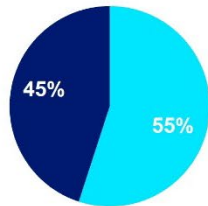
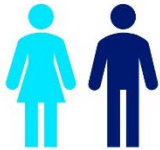


Received bonus

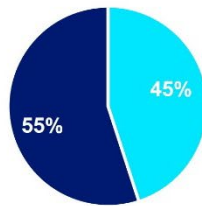


Did not receive bonus

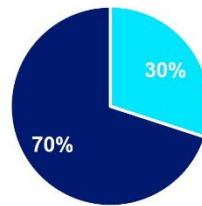
### Percentage of Males and Females in each salary quartile: (each quartile contains 25% of the number of total employees)



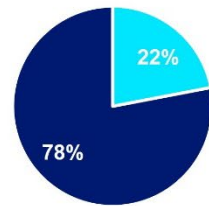
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile

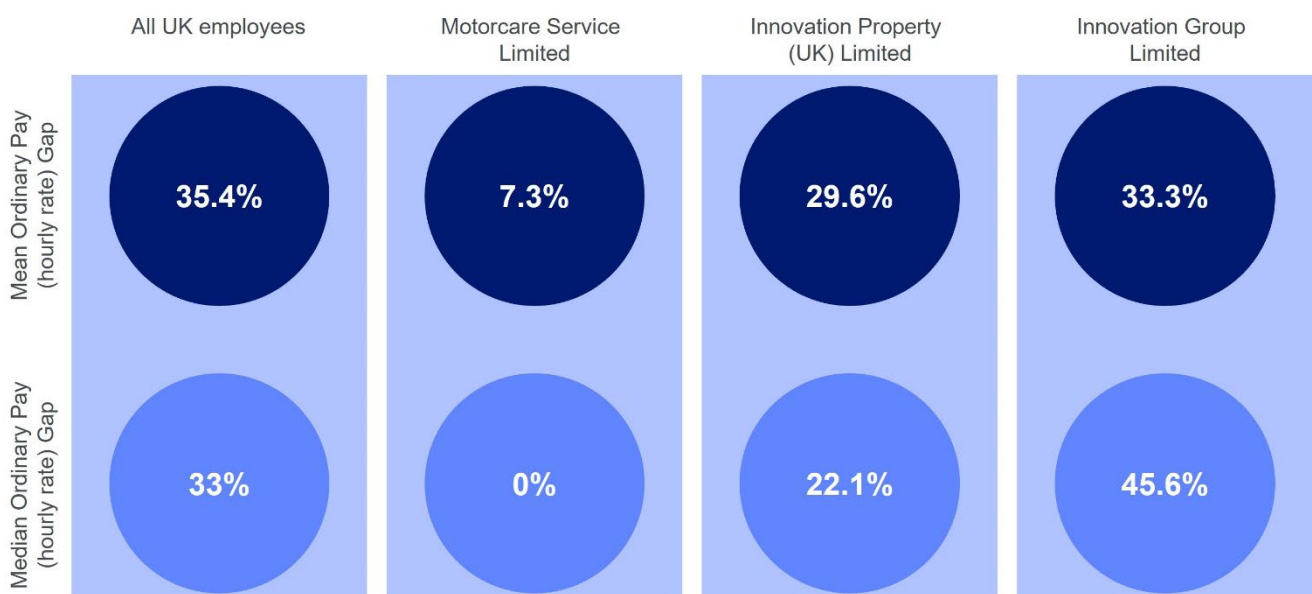


Upper Quartile

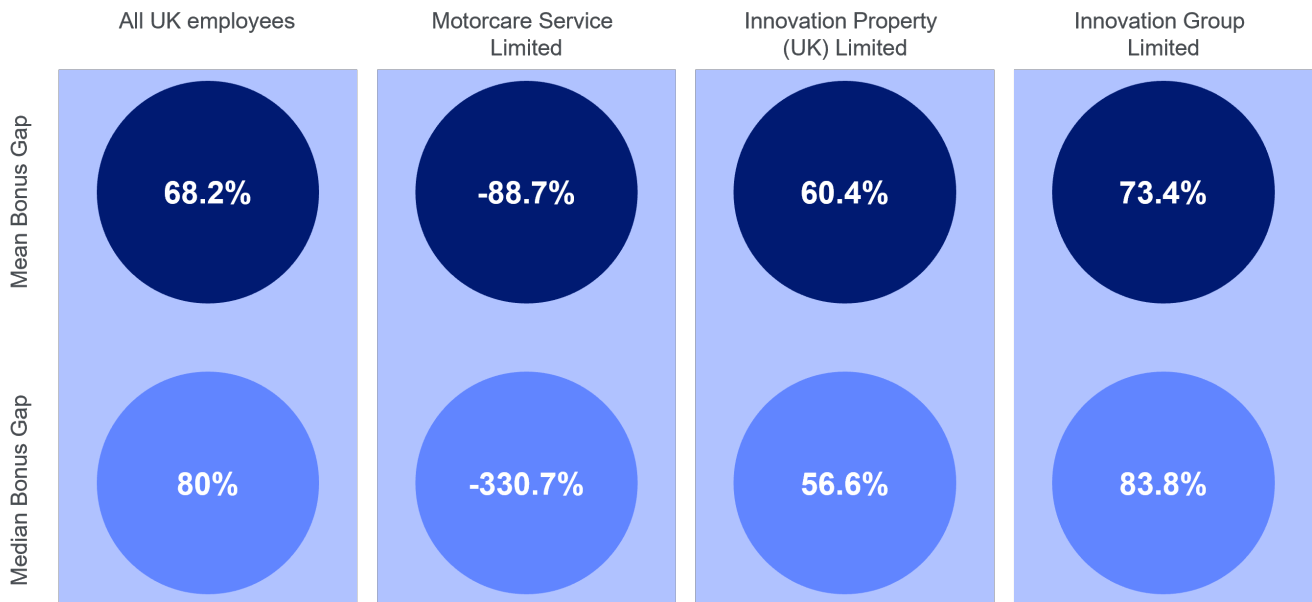
### All data

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

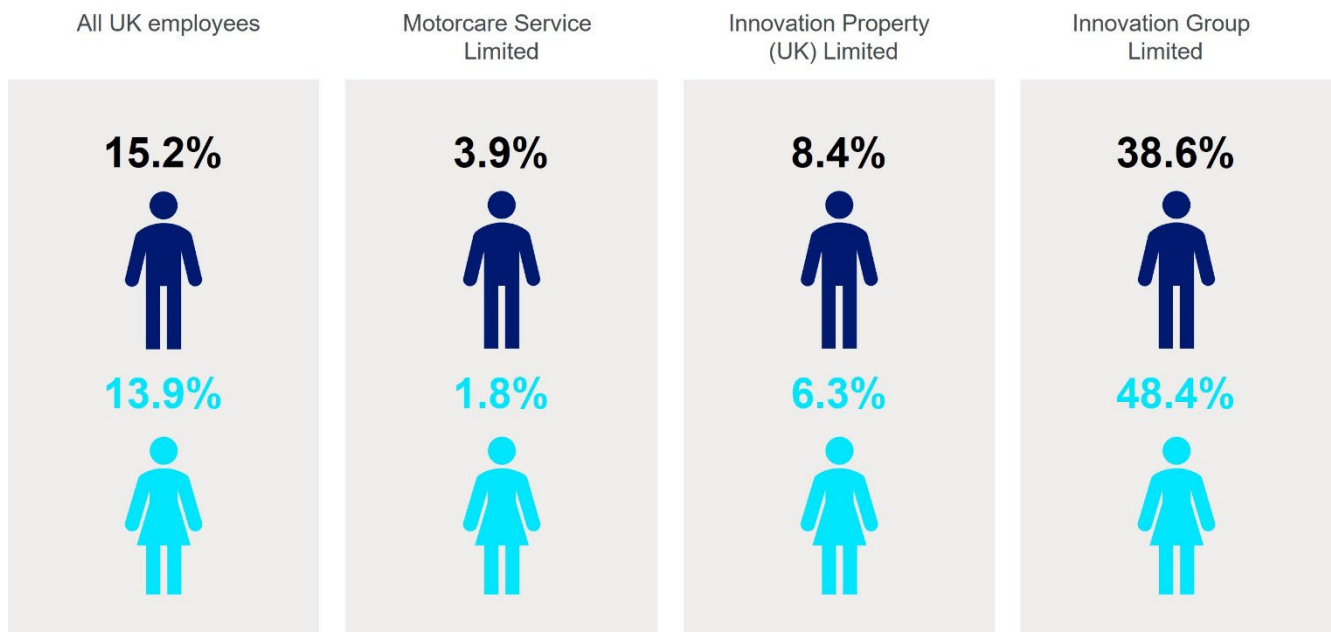
### Gender Pay Gap



## Gender Bonus Pay Gap

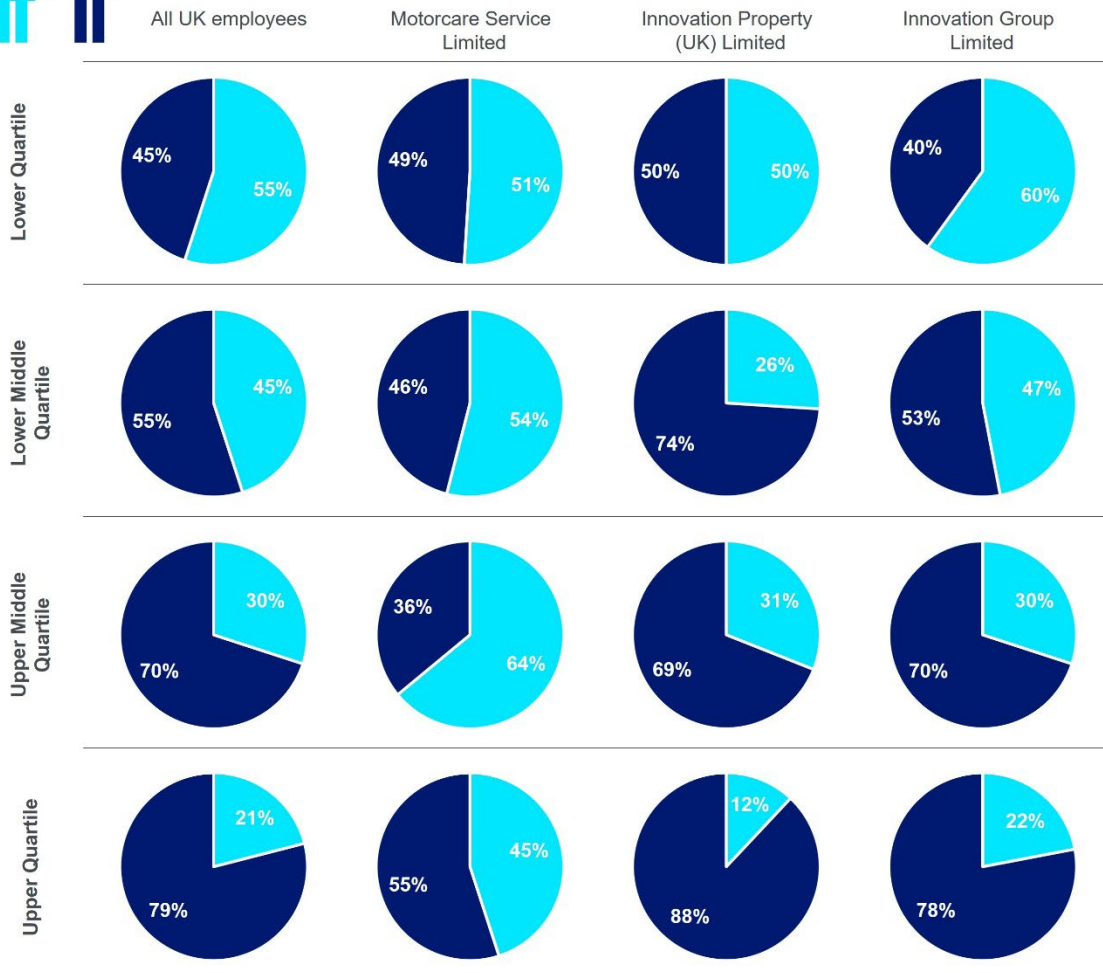


## Percentage of Males and Females receiving bonus





## Percentage of Males and Females in each Quartile



## More information

For more information, please visit [www.innovation.group](http://www.innovation.group) or email [info@innovation.group](mailto:info@innovation.group)