



Move
forward

Gender Pay Gap

Prepared for: Innovation Group UK

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Message from Tim Griffiths: Group, Chief Executive Officer



Our overall figures for 2021 show a small improvement in our gender pay gap and improvement in our gender bonus gap. This progress is welcomed and suggests that our policies and initiatives continue to move us in the right direction.

We understand why we have a gender pay gap and that this is due to lower female representation in leadership roles, and a lower proportion of men in entry level positions. We do not pay people differently on the basis of their gender and a more balanced distribution of men and women at all levels will be needed to narrow and ultimately eliminate the gap.

While it is frustrating that change is not happening more rapidly, we have always known the shift will take time and the pandemic has undoubtedly made this more difficult in the short term. We continue to review and enhance strategies to improve this gap and develop a workplace where all employees can achieve their goals and either progress through the organisation or grow in their current role.

Reporting requirements

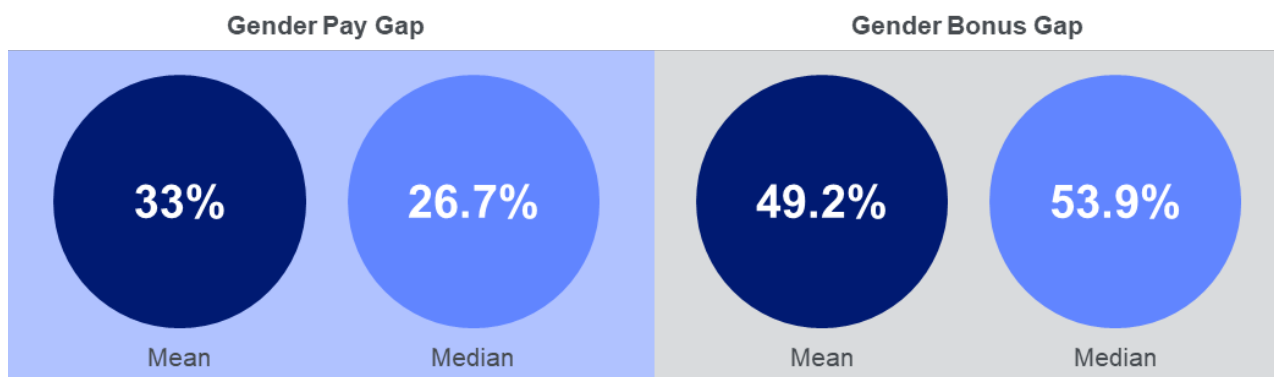
Innovation Group has three companies within the UK that are within scope for the regulations and for whom Gender Pay Gap Reports have been provided:

- 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 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

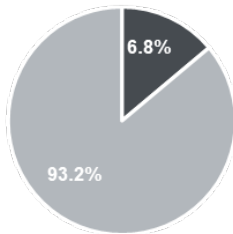


Mean figure: The difference between the average of men's and women's pay

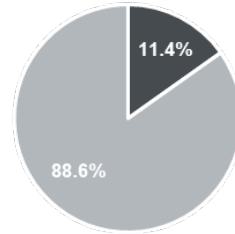
Median figure: The difference between the midpoints in the ranges of men's and women's pay

Percentage of Males and Females receiving bonus

6.8%



11.4%

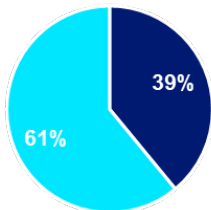
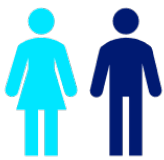


Received bonus

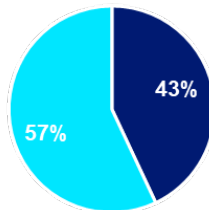


Did not receive bonus

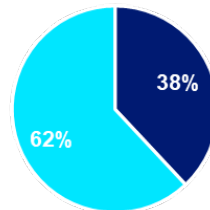
Percentage of Males and Females in each salary quartile: (each quartile contains 25% of the number of total employees)



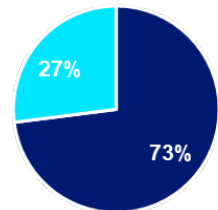
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

What are we doing?

Following our report in April 2020, we introduced multiple initiatives to aid moving us in the right direction toward a smaller gap, these initiatives benefitting all employees but some being more specifically targeted at our female population.

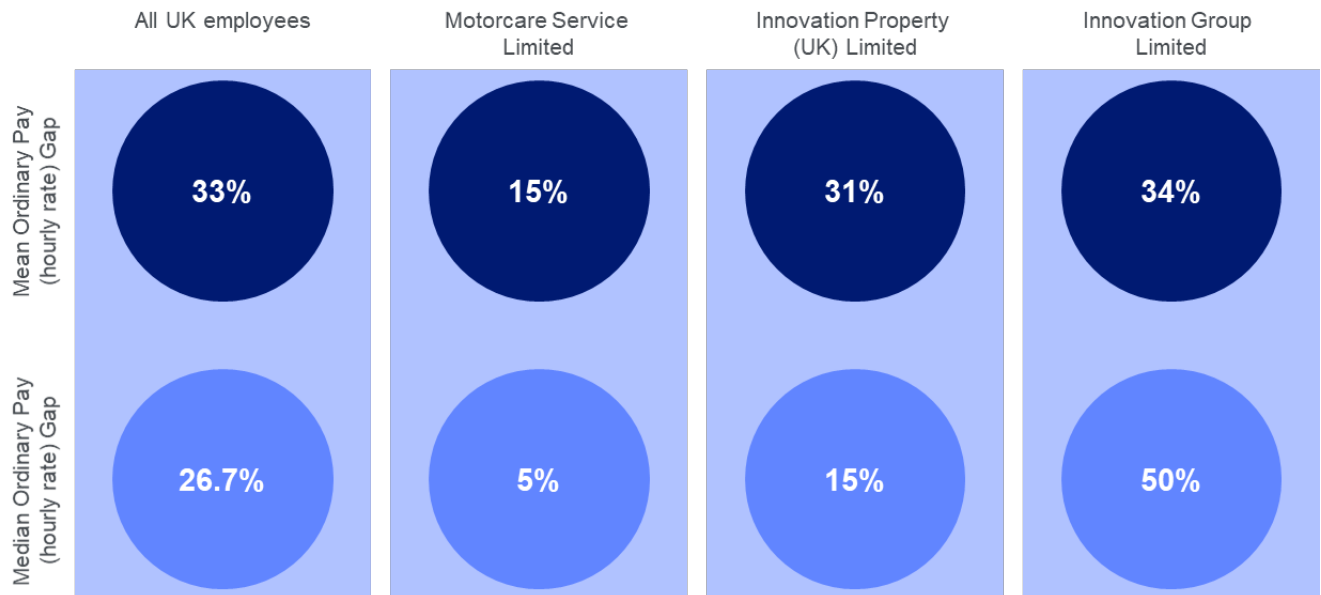
We commenced a review of our policies and potential enhancements which could be made. Other initiatives introduced were:

- Learning and Development opportunities
- Diversity and Inclusion Awareness
- Enhanced Maternity pay for female employees
- Flexible and part-time working available to everyone
- Where possible, removal of location specific roles has helped enable movement between roles and promotion.
- We have a UK-wide People Management and Management programme.
- We are active members of the Automotive 30% Club, which is a voluntary network of MDs and CEOs from UK based automotive manufacturing, retailing and supplier companies. The network's purpose is encouraging inclusive leadership and achieving a better gender balance within the automotive industry, with the aim of filling at least 30% of key leadership positions in the member organisations with diverse women by 2030 through a "30 by 30" strategy.
- We are helping colleagues to be aware of, understand and mitigate the impact of unintentional gender biases (through workshops and targeted communications), and continue to work towards a culture of open communication.

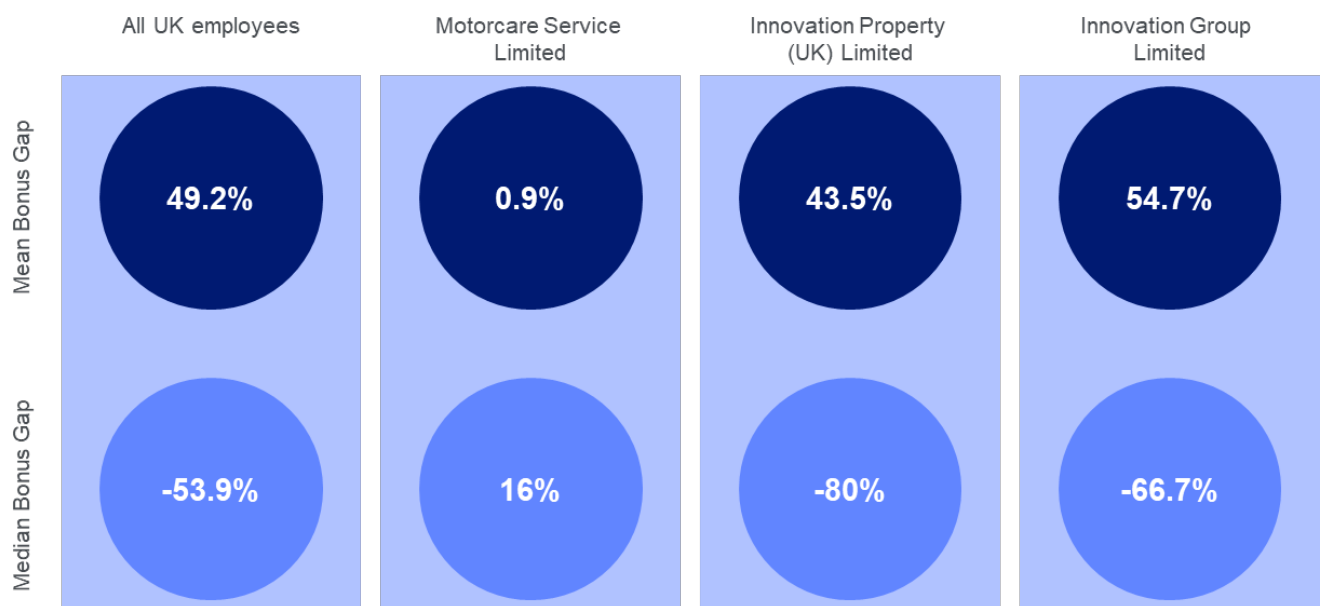
All data

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

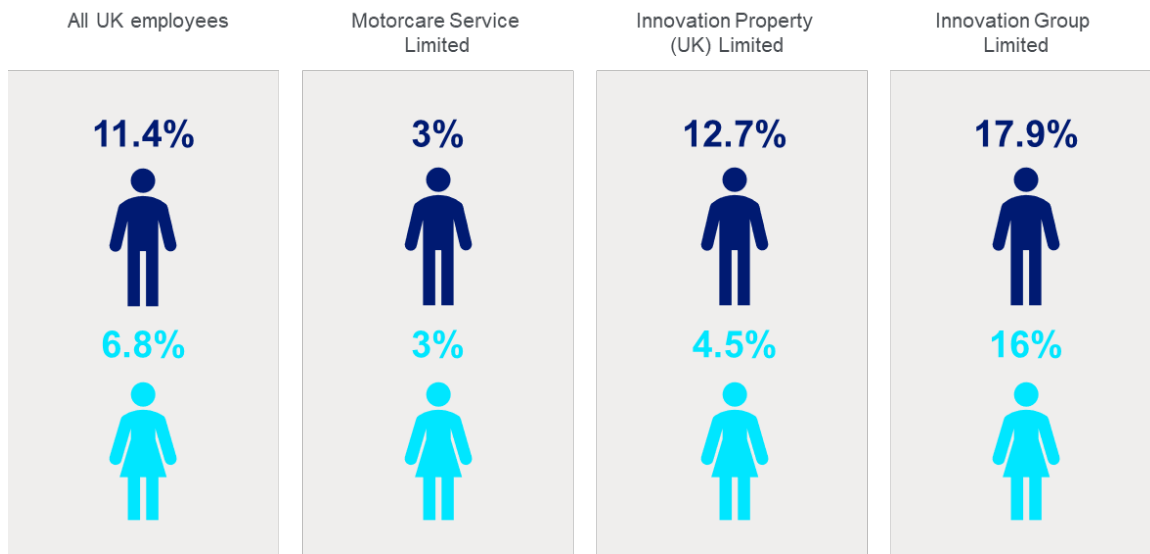
Gender Pay Gap



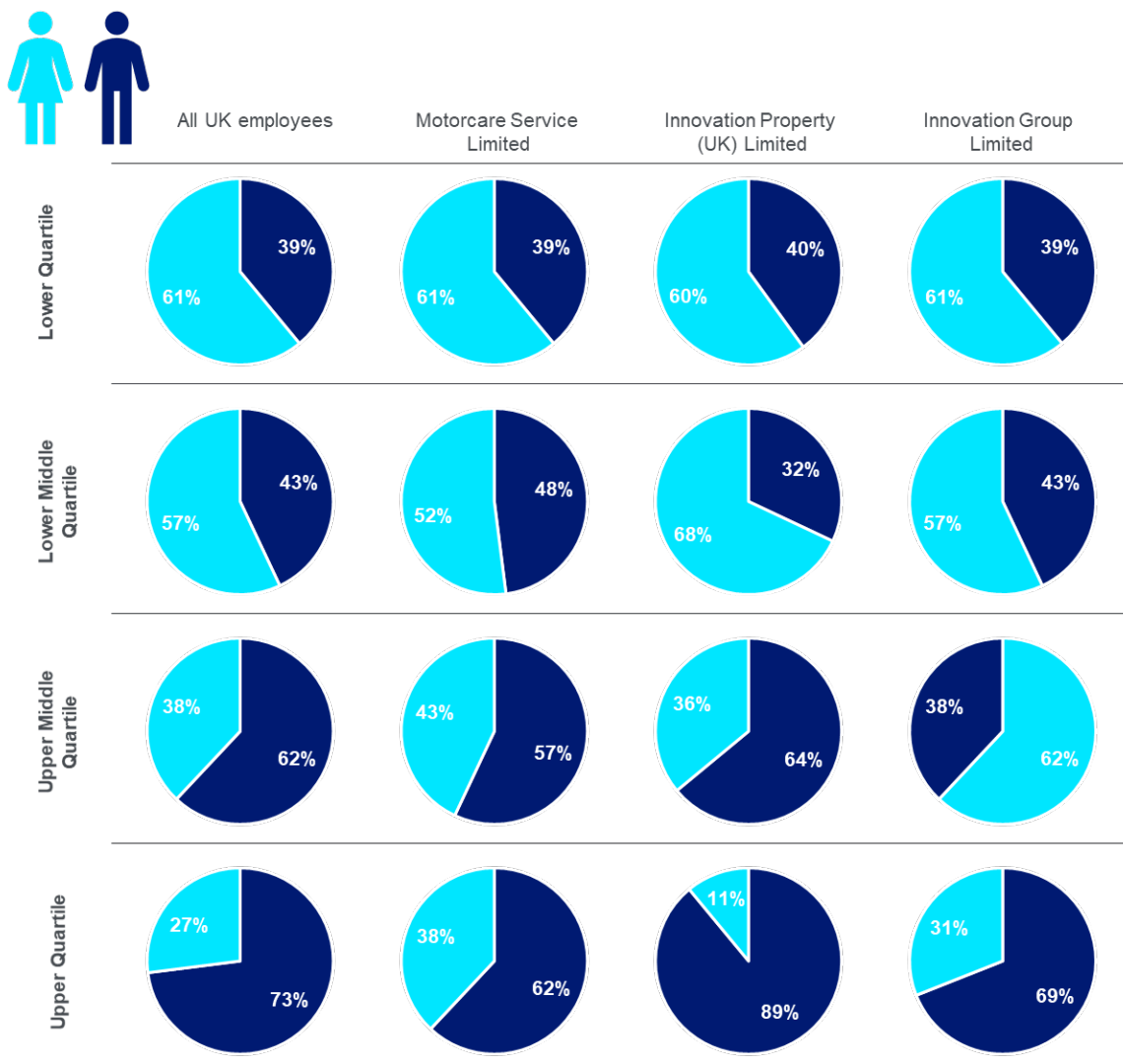
Gender Bonus Pay Gap



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 or email info@innovation.group