

Move  
forward



## Gender Pay Gap

Prepared for: Innovation Group UK

**DATE:** March 2023

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## Message from Tim Griffiths, Group Chief Executive Officer



Despite continued efforts to address gender pay inequality, this remains a challenging issue within the UK. The latest figures show that whilst there has been some progress, the gap is only slightly smaller than in previous years.

As a business, our issues around gender pay gap remain the same, with lower female representation in leadership and technology roles, where the opportunity to earn higher salaries and bonuses is greater. As outlined previously, we do not pay people differently on the basis of their gender, and a more balanced distribution at all levels is required to narrow and ultimately eliminate the gap.

Fixing this lack of representation matters to us and we continue to review and enhance strategies to improve this, develop a workplace where all employees can achieve their goals and either progress through the organisation or grow in their current role.

## Reporting requirements

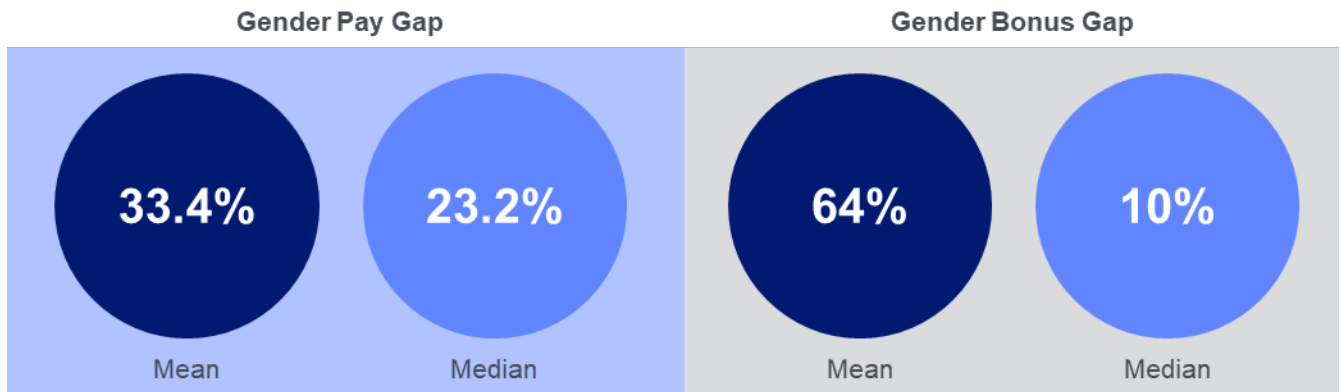
Innovation Group has three companies within the UK that are within scope for the regulations and for whom Gender Pay Gap Reports have been provided:

- 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

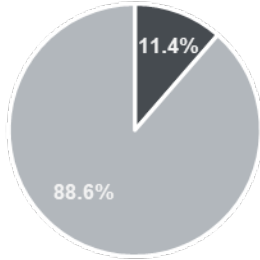


**Mean figure:** The difference between the average of men's and women's pay

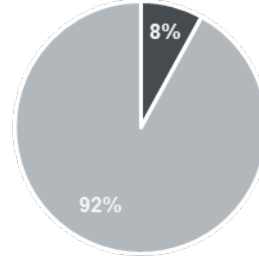
**Median figure:** The difference between the midpoints in the ranges of men's and women's pay

### Percentage of Males and Females receiving bonus

11.4%



8%

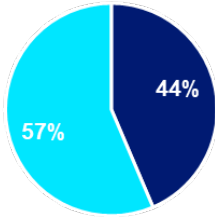
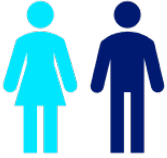


Received bonus

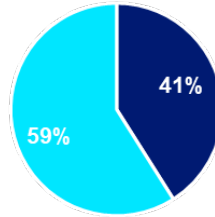


Did not receive bonus

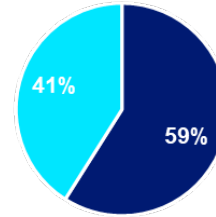
### Percentage of Males and Females in each salary quartile (each quartile contains 25% of the number of total employees)



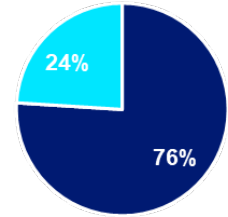
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

### What are we doing?

We continue to work on initiatives to support a move toward a smaller gap. These initiatives have benefitted all employees and we continue to invest in the initiatives from prior year:

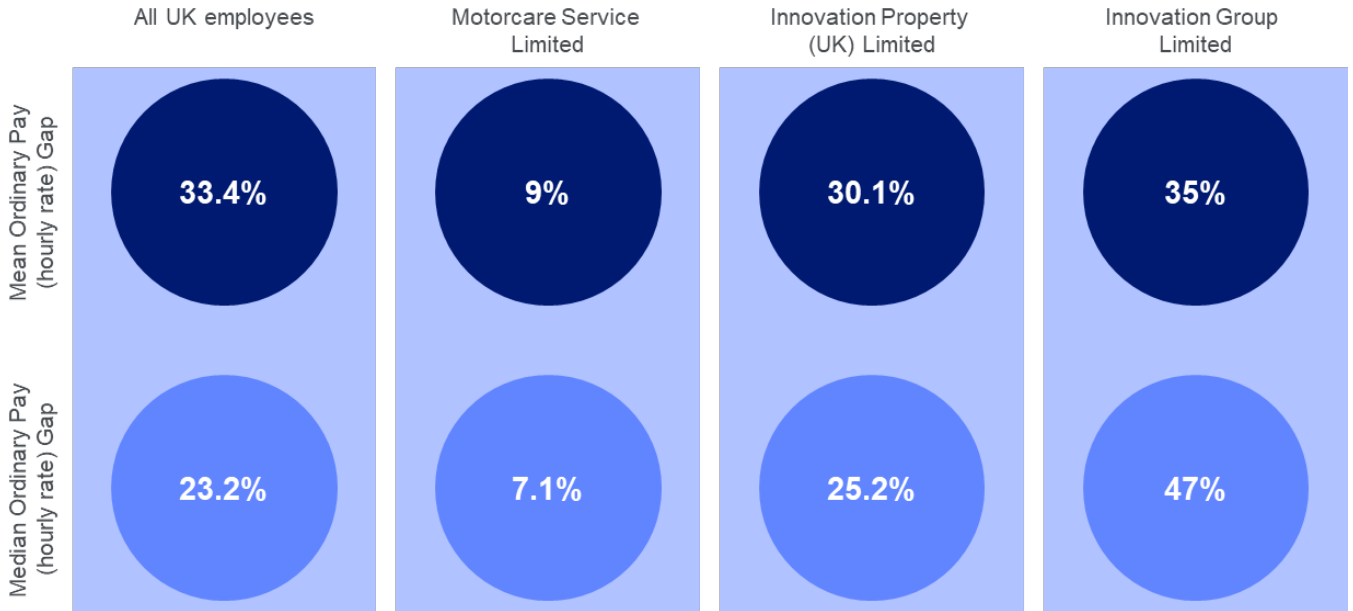
- Learning and Development opportunities
- Diversity and Inclusion Awareness
- Flexible and part-time working available to everyone
- Where possible, removal of location specific roles has helped enable movement between roles and promotion
- Vacancy opportunities are advertised internally to widen the pool of candidates
- Inclusive training for all managers, reducing bias in our recruitment and interview processes
- We remain members of the Automotive 30% Club
- 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

We continue to work to identify new initiatives and will keep learning from, and responding to, the data to make improvements that add to our momentum.

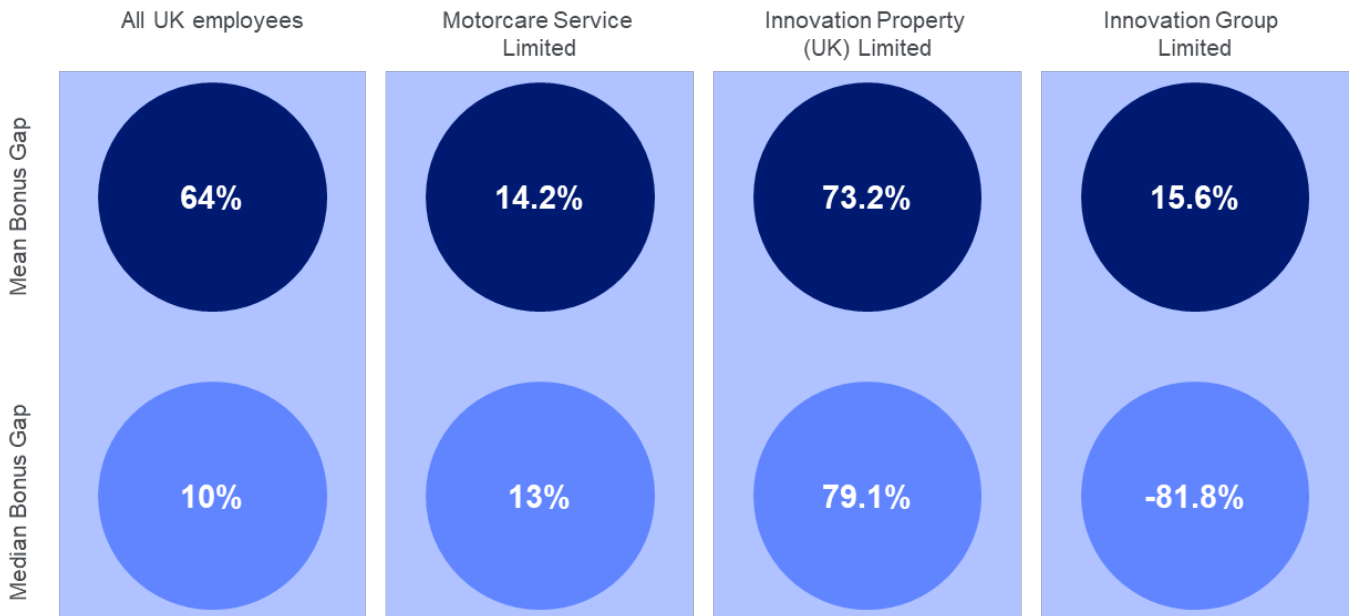
## All data

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

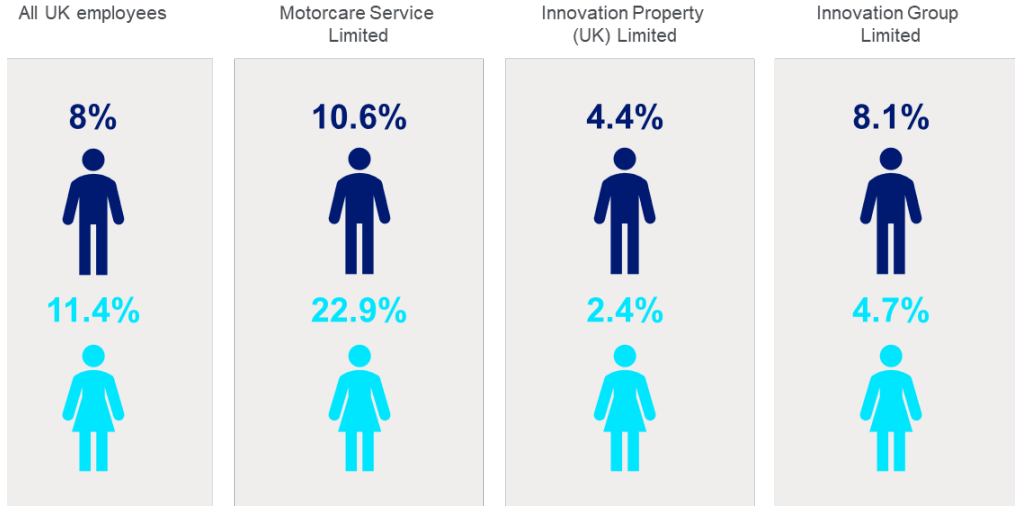


### Gender Bonus Pay Gap

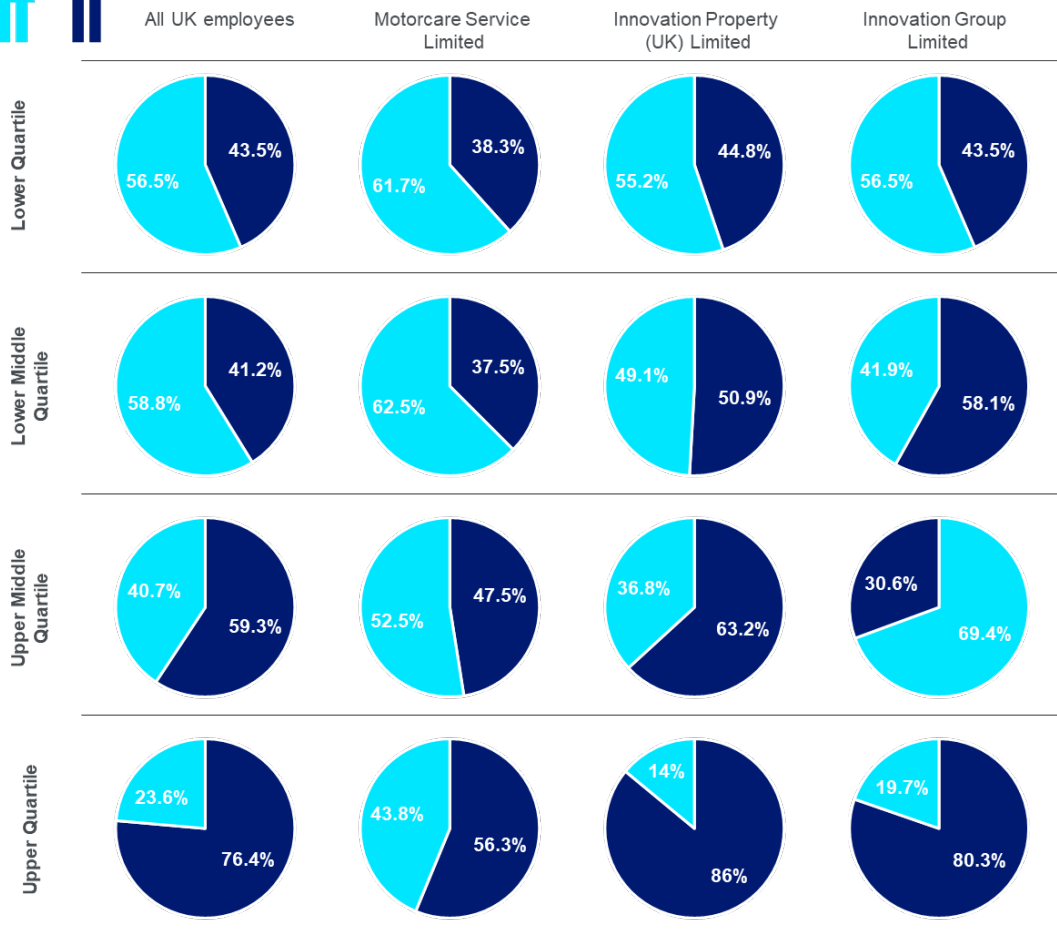
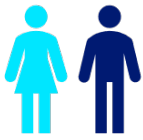


### Percentages of Males and Females receiving bonus

At Innovation Group, women occupy 27% of the highest paid jobs and 61% of the lowest paid jobs.



### 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)

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