

GENDER EQUALITY



Gender Pay Gap Report Prepared for Innovation Group, March 2024

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Message from Tim Griffiths, Group Chief Executive Officer

Gender pay gap within the UK remains a challenging issue and whilst we are able to demonstrate another small improvement in our latest data it is also encouraging to see that our gender pay gap has reduced overall from 43.5% in 2019 to 30.1% this year.

We remain committed to finding ways to reduce our gender pay gap, but recognise that our issues remain the same, with lower female representation in leadership and technology roles where there are opportunities to earn higher salaries and bonuses, coupled with low attrition in these areas.

We maintain our stance of not paying people differently on the basis of their gender and retain our understanding that 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 and develop a workplace where all employees can achieve their goals to either progress through the organisation or grow within 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 (including EMAC)

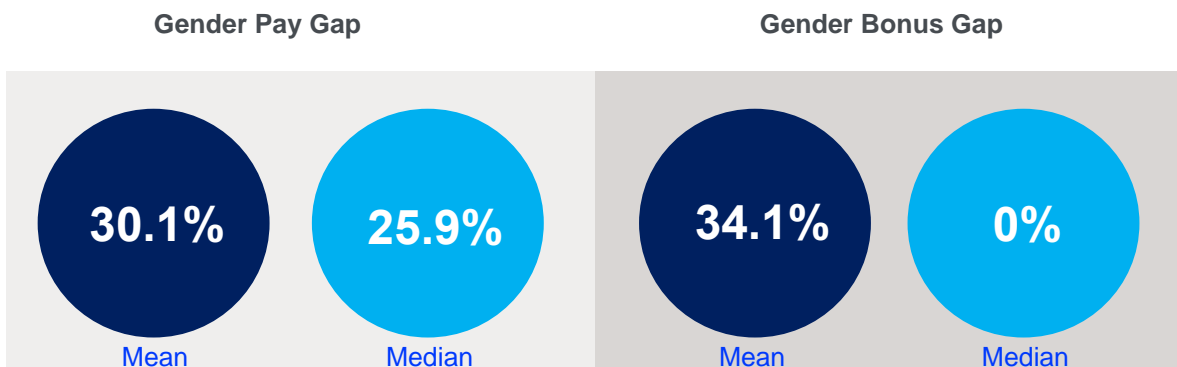
In addition to the legally required disclosures, we have prepared the statistics for all employees in Innovation Group in the UK to provide an overall picture. We have undertaken an analysis of the data to produce the legally required statistics and carried out further analysis to identify root causes.

Data Spilt

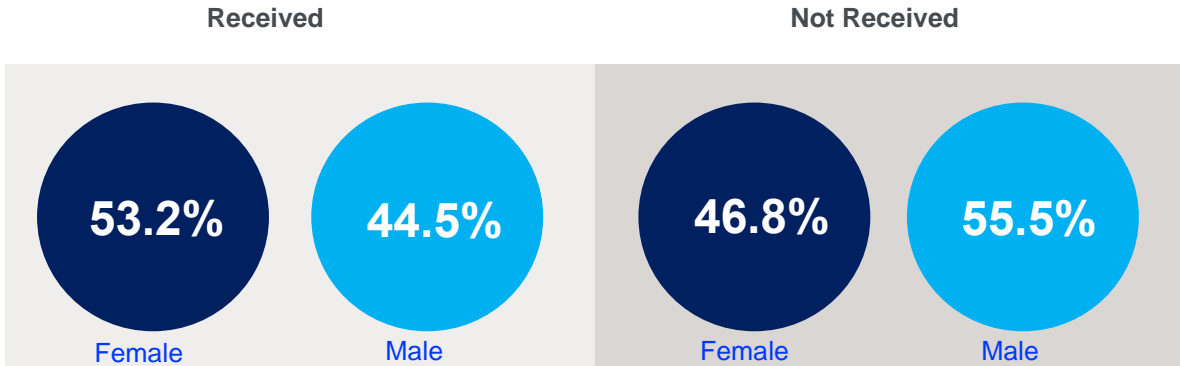
Male: 59.8%
Female: 40.1%

Stats

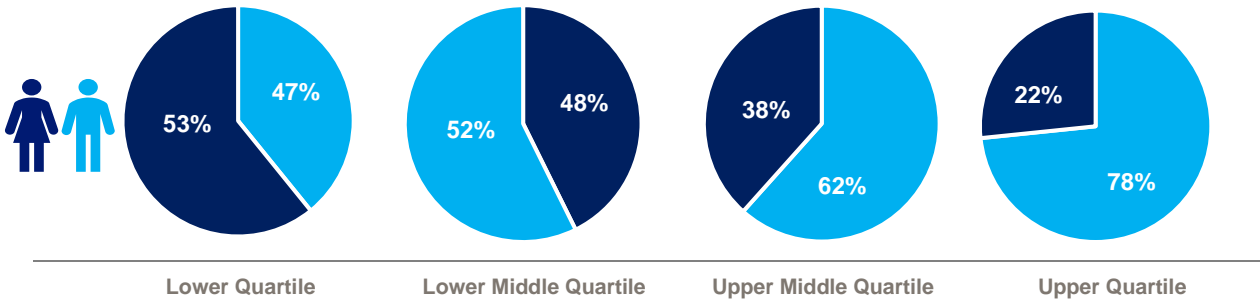
The Gender Pay and Bonus Gap



Percentage of Males and Females Receiving a Bonus



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



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 years:

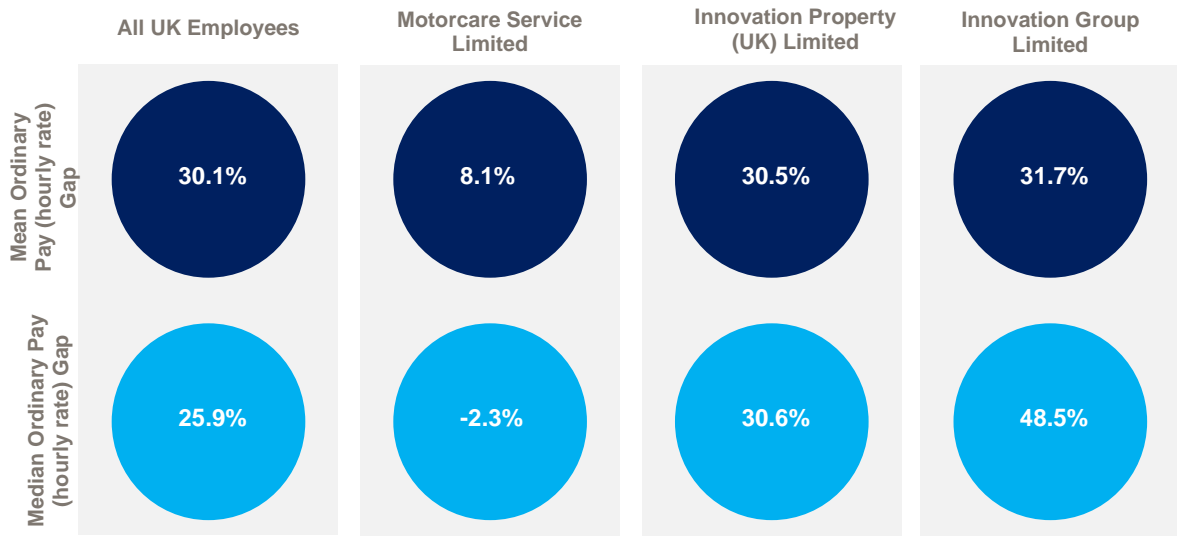
- Learning and Development opportunities
- Diversity and Inclusion Awareness
- Flexible and part-time working available to everyone
- Where possible, removal of location specific roles has helped enable movement between roles and promotion
- Vacancy opportunities are advertised internally to widen the pool of candidates
- Inclusivity 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 internally and explore long-term external opportunities where we can help to inspire and promote young people and women into traditionally male-dominated fields and industries.

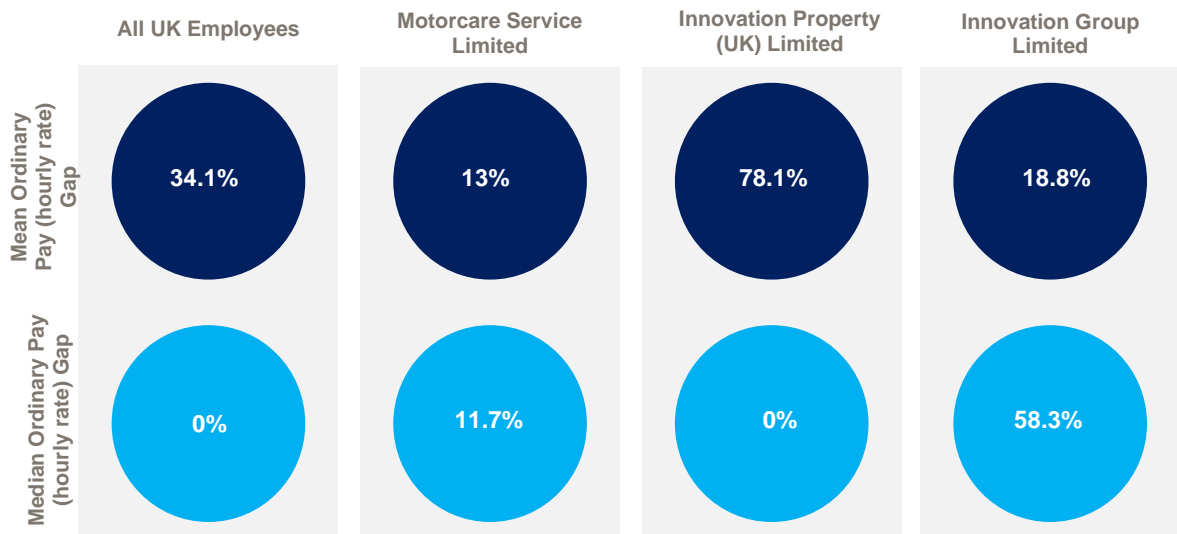
All Data

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

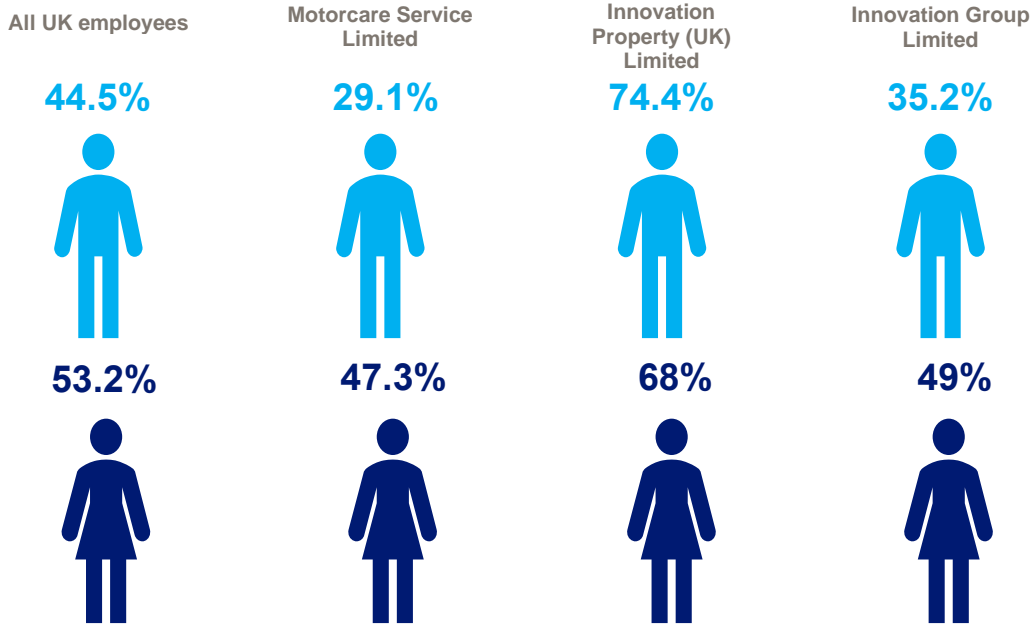


Gender Bonus Pay Gap

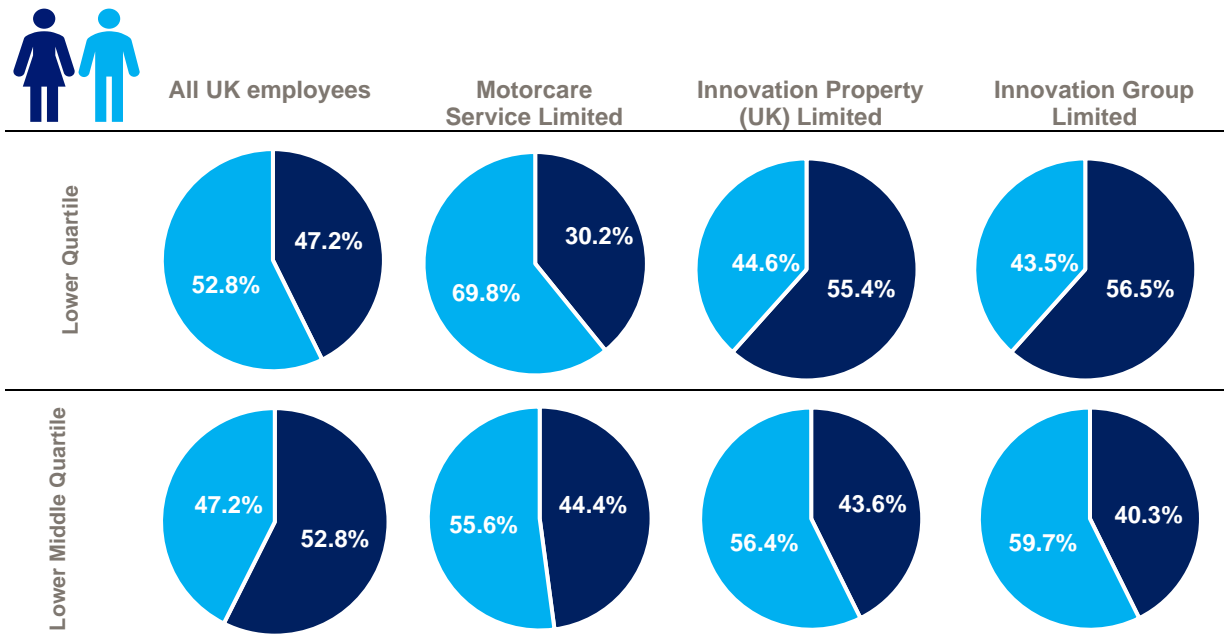


Percentages of Males and Females receiving bonus

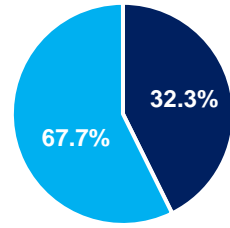
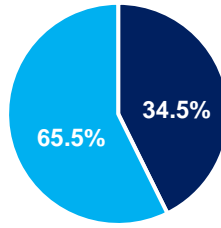
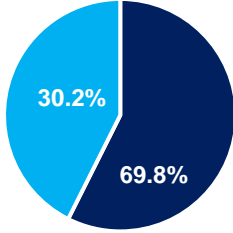
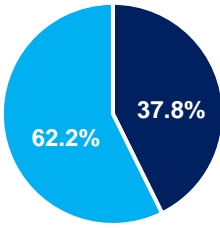
At Innovation Group, women occupy 22% of the highest paid jobs and 47% of the lowest paid jobs.



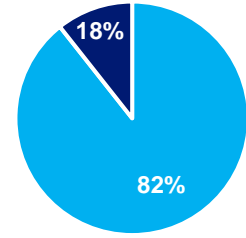
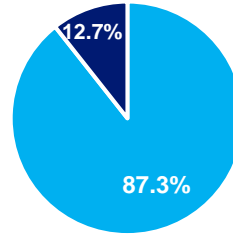
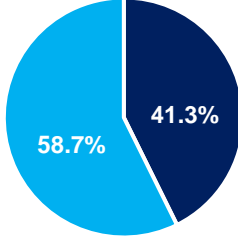
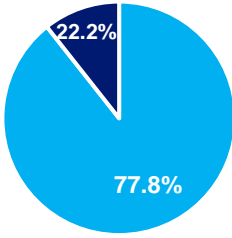
Percentage of Males and Females in each Quartile



Upper Middle
Quartile



Upper Quartile



More information

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