



PORSCHE

Porsche Retail
Group



Gender Pay Gap Report

2018



Porsche Centre Hatfield

Porsche Centre Guildford

Porsche Centre Mayfair

Porsche Centre Reading

Porsche Centre West London



PORSCHE

Porsche Retail Group

"We aim to be a diverse and inclusive organisation where everybody feels valued, included and empowered"

At Porsche Retail Group (PRG) we welcome the government's introduction of the gender pay gap reporting legislation. Operating in an industry that has long struggled with its diversity, PRG is aiming to make a real and sustainable difference with our core values of being 'TRUSTED' 'PASSIONATE' and 'PROGRESSIVE'. Our aim is for all team members to feel valued, included, empowered and able to be their authentic self at work.

While our journey is far from over, we have made significant progress across all of our Centres towards our ambition of attracting more females into a traditionally male dominated industry. In addition, through our senior manager's leadership programme and promoting self-progression, we will continue to embed the spirit of diversity and inclusion at the very heart of our organisation.

We've also worked hard on retaining our employees and have seen a significant improvement in our Labour Turnover, reducing from 16% in 2016 to 9.6% in 2018. Last year also saw PRG shortlisted for Best Dealer Group which we're extremely proud of and await a decision on this in February 2019.

PRG are proud of the role it plays in recruiting, fostering and ultimately promoting staff based on talent rather than gender.

Ade Smith – Managing Director, Porsche Retail Group



Trusted



Passionate



Progressive

Porsche Retail Group (PRG) welcome the UK Government requirement for companies to be more transparent on Gender Pay. The diagrams below represent our "Gender Pay Gap". This is a snapshot of the difference between the average hourly pay levels of all women compared to all men, irrespective of their role or level in the organisation, expressed as a percentage of men's average pay. Gender Pay is different to Equal Pay in that Gender Pay Gap is a broader measure of the difference in the average earnings of men and women regardless of the nature of their work. Where Equal pay refers to a legal requirement that within an organisation, male and female staff members who are engaged in equal or similar work or work of equal value must receive equal pay and other workplace benefits.

Our Workforce

74.6% Male

25.4% Female



At the time of reporting Porsche Retail Group employed 300 people across 5 Centres, Central Operations, Distribution Centre and Head Office. Our female workforce stands at 25.3%, of the total workforce which is ahead of the Automotive Retail Industry in England, which is around 20%.

Gender Pay

The Difference in our Mean Hourly Rate of pay is **18.2%**

The Difference in our Median Hourly Rate of pay is **18.2%**

Gender Bonus

The Percentage of Men and Women receiving Bonus.

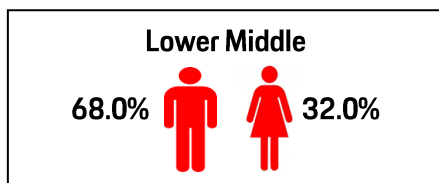
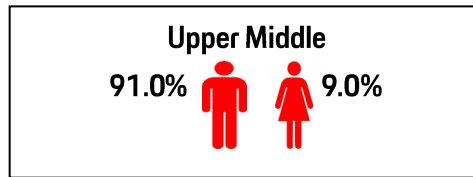
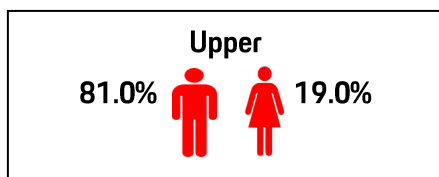
87.8% Male

94.7% Female

The Difference in our Mean Bonus pay is **61.8%**

The Difference in our Median Bonus pay is **58.7%**

Pay Quartiles



CLOSING THE GAP

We are committed to delivering existing and new initiatives to improve our ability to attract, engage and develop women and to achieve a gender balance at all levels of our business. We are confident that achieving this balance will reduce our gender pay gap.

From our 2016/2017 report through to this year, we're delighted to have seen a reduction in our Mean and Median Gap. We appreciate that whilst this is a positive step forward we still believe we can improve on this further. We believe progress has been made in attracting more women from outside the automotive industry and we've also taken the opportunity to promote a number of female employees into management roles which has been a great success. Encouraging women to see Automotive Retailing as a future career still remains a key driver for us.

We are investing in development to support our employees to build confidence, improve internal networks and enhance their career development within the organisation. By the end 2019, the full Management Team will have attended our Leadership Development Programme. We are also undertaking a review of our Competencies and Recruitment Tools to ensure succession planning, performance management, recruitment and training programmes all support a culture of increased diversity and inclusion.

Finally, The Automotive Retail Industry is a fantastic place to build a long and rewarding career. We believe Porsche Retail Group is amongst the best companies to work for. We work hard to attract, retain and reward the best individuals we can, it's about having the right attitude and passion to do an exceptional job that really counts, regardless of your gender.



Trusted



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Progressive