

GENDER PAY GAP REPORT 2021



PORSCHE RETAIL GROUP

INTRODUCTION

Operating in an industry that has long struggled with its diversity, Porsche Retail Group (PRG) is aiming to make a real and sustainable difference with our core values of Trust, Integrity & Empowerment. It is our belief that all team members should feel valued, included and able to be their authentic self at work.

While our journey is far from over, we have made significant progress to attract more females into our business; 33% of our workforce were female in 2020, up from 25% in 2018.

In addition, through our apprenticeships, leadership programmes and by promoting self-progression, we will continue to embed the spirit of diversity and inclusion at the very heart of our organisation.

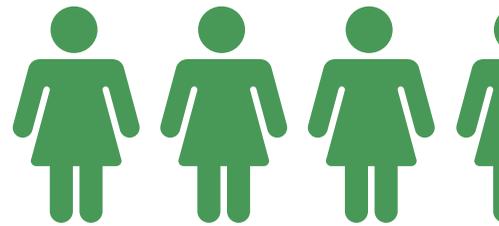
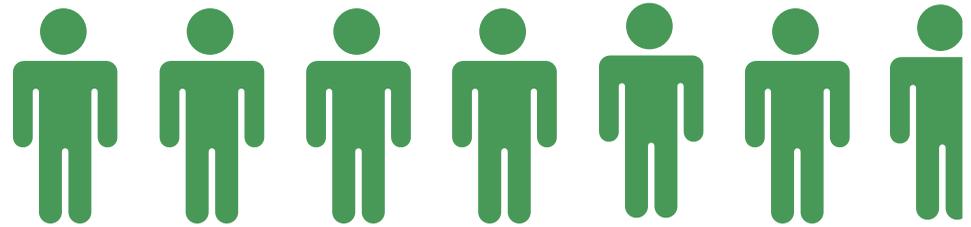
PRG are proud of the role it plays in recruiting, fostering and ultimately promoting staff based on talent rather than gender, and we look forward to how the journey continues in 2021 and beyond.



Adam Flint, Managing Director



OUR TEAM



33%
FEMALE

UP FROM 25% IN 2018



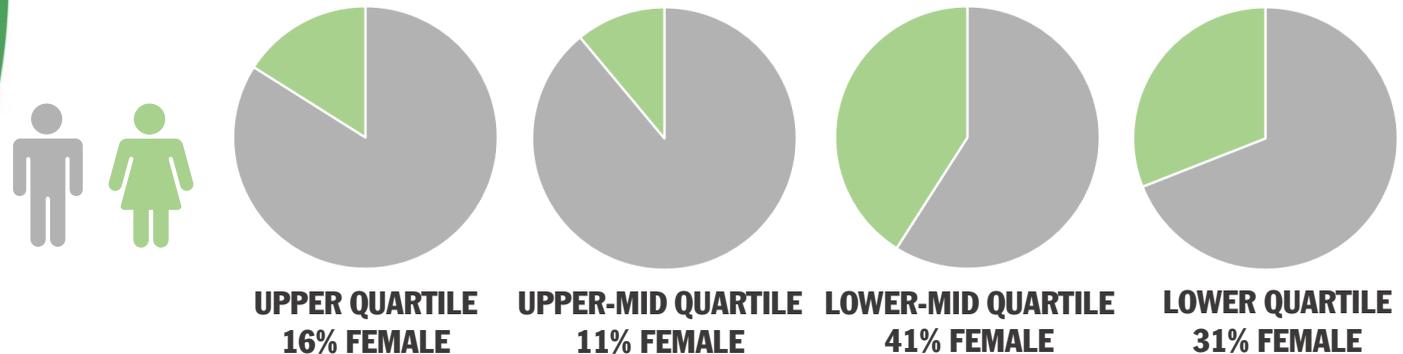
GENDER PAY (HOURLY RATE) & BONUS GAP

	Mean (average)	Median (middle)
Gender Pay (Hourly Rate) Gap	12.7%	10.3%
Gender Bonus Gap	62.2%	64.8%

GENDER BONUS

90.6% OF MALES RECEIVED A BONUS
92.1% OF FEMALES RECEIVED A BONUS

PAY QUANTILES



**PAY &
BONUS**

A CAREER LIKE NO OTHER

“ My Dad is a mechanic, so I have been exposed to cars from a very young age. When I left school, I embarked upon my career starting with an Apprenticeship.

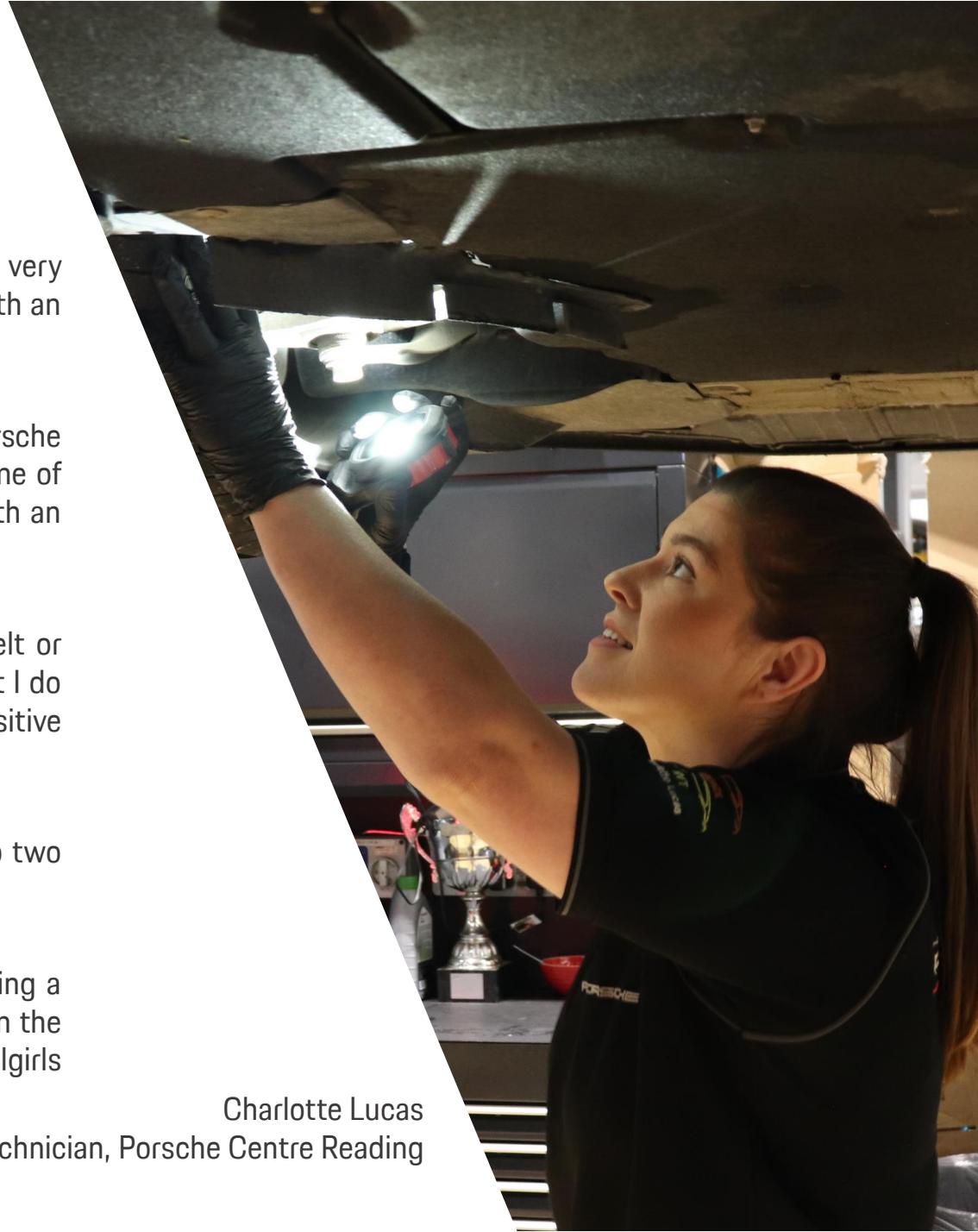
I have been a Vehicle Technician for 21 years, the past 6 years' at Porsche Retail Centre in Reading. The time I have spent at PRG has been some of the most rewarding and exciting times of my career, I get to work with an amazing product!

Whilst I am the only female Technician in the group, I have never felt or been treated differently to anyone else who does this role. To me what I do is just my chosen career path and it's been nothing but a hugely positive experience.

I love the fact that I can take a car apart and put it back together. No two days are the same and I find it exciting.

I'd like to be considered as a positive role model for women considering a career in the automotive industry and am proud to have participated in the Dare to be Different Programme where I got to speak to young schoolgirls about the profession. ”

Charlotte Lucas
Vehicle Technician, Porsche Centre Reading



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.

We're delighted to have recorded a sustained reduction in our Mean and Median Gender Pay Gap and we appreciate that whilst this is a positive step forward we still believe we can improve on this further. We have made progress in attracting more women from outside the automotive industry and we've also been delighted to promote a number of female employees into management roles which has been a great success.

Encouraging women to see automotive retailing as a career still remains a key driver for us and why we continue to maintain flexible working options. We offered enhanced support during the pandemic and the progressive decision to continue to keep our Centres open by appointment only on a Sunday helps encourage a better work life balance. This helps differentiate ourselves within the industry.

We are also investing in development to support our employees to build confidence, improve internal networks and enhance their career development within the organisation. By the end of 2019, the full management team had completed our internal Leadership Development Programme, and we are now moving forward with an external Leadership Apprenticeship Programme. In addition, we are currently 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.

The automotive retail industry is a fantastic place to build a long and rewarding career and we were extremely proud to have recently been awarded a place in the prestigious Top 100 Companies To Work For in the UK. We work hard to attract, retain and reward the best individuals we can and we believe it's having the right attitude and passion to do an exceptional job that really counts, regardless of gender.

