

# GENDER PAY GAP REPORT



**PORSCHE RETAIL GROUP 2024**



# INTRODUCTION

Operating in an industry that is taking positive steps to address its diversity gaps, 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.

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 based on talent rather than gender, and we look forward to how the journey continues in 2024 and beyond.



Adam Flint  
Managing Director

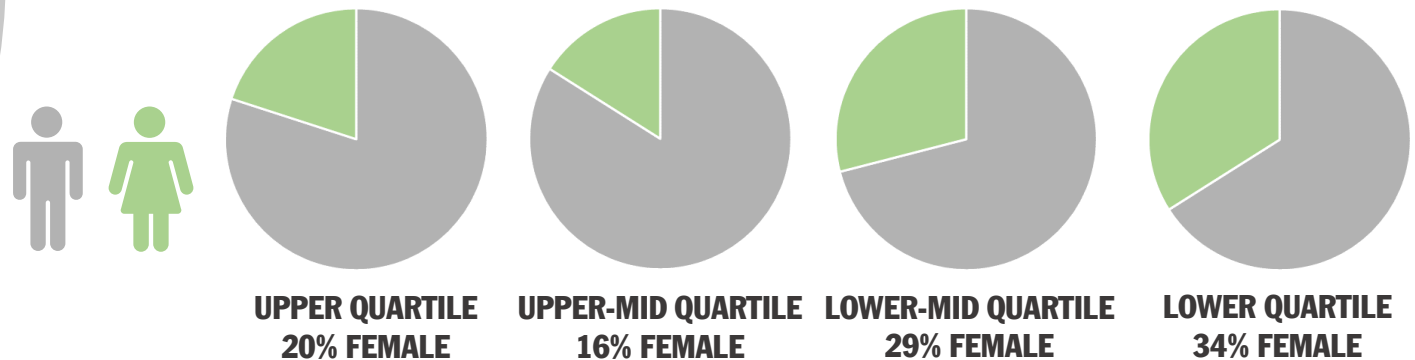
# GENDER PAY (HOURLY RATE) & BONUS GAP

	Median (middle)
Gender Pay (Hourly Rate) Gap	15.4%
Gender Bonus Gap	48.9%

## GENDER BONUS

**98.7% OF MALES RECEIVED A BONUS**  
**100% OF FEMALES RECEIVED A BONUS**

## PAY QUANTILES (HOURLY RATE)



**PAY &  
BONUS**

## I'M PROUD TO BE PART OF A FORWARD-THINKING COMPANY

“ I have worked for Porsche Retail Group for 11 years, starting in a temporary role for Porsche Centre Reading in the Aftersales Department. I was looking to get back into work after having a career break of 5 years to bring up my twin daughters and this suited my needs perfectly. I progressed from this temporary role in 2020 to become the team leader in the Customer Contact Centre and responsible for taking Service bookings for all our Aftersales Departments. I have recently been promoted to the role of Customer Contact Team Manager.

The role is busy and diverse. I feel greatly respected by my peers and Senior Management Team, and this was reinforced when I recently won the Group Support Services Award at our recent Annual Conference, something that I am very proud of. I am actively involved in projects where, as a team, we endeavour to enhance the experience to our customers, which is something I am very passionate about.

I absolutely love my job and the environment in which I work. I am proud to be part of a forward-thinking Company and looking forward to many more years with Porsche Retail Group. ”



Kelly Ellison  
Customer Contact Team Manager





Sophie Barlow, Apprentice Technician

## MY GOAL IS TO MAKE A POSITIVE IMPACT

“ I started working for Porsche Retail Group in November 2022 as an Apprentice Technician. I work alongside a mentor in the workshop and since I've been in and around the trade pretty much my whole life, I feel I can say I've seen the change and development of the trade happen as I've grown up.

Working in a very male dominated work environment such as the workshop can be intimidating as a female, however through my apprenticeship and most certainly in the workshop, I've been able to work with some incredible people who constantly push me to my full potential. Through this I've been able to achieve some incredible milestones in my apprenticeship, such as being nominated for world skills UK, passing my year one gateway, and having countless opportunities to go to events to grow my overall knowledge.

A lot of the technicians in the workshop have developed into older brothers and are always there for a helping hand in terms of work, life and personal. My goal throughout my career has always been to make a positive impact on the company in which I work and be able to help the people around me. One day I hope to progress to a position in which I can make a larger impact to Porsche Retail Group, especially in the workshop. The trade as a whole still has a long way to go, not only in terms of female support but male as well, but Porsche is making the right steps forward. ”

# I HOPE I WILL EVENTUALLY BE SOMEONE'S INSPIRATION

“ I joined Porsche in September 2022 and am currently training as an Apprentice Technician. As the first woman in the workshop at Guildford, I wanted to inspire other women to have the courage to join what has previously been considered a male dominated area. The times are changing, and I now see a lot of women joining the workshop; for example 3 out of our 5 apprentices are female!

When I first started, I was very anxious thinking about taking that first step into the trade, but I've had so much support from everyone in the workshop and outside it, especially my mentor as we work so closely together. Throughout my time so far, I have passed my first gateway and am now in my second year of my apprenticeship. I've helped at multiple events which helped me interact with customers and find out more about their cars and I hope to continue working at events as it gives me the opportunity to learn about cars I may not be able to see in the workshop.

In the future I would like to achieve a classic car qualification and maybe even own a classic Porsche myself. The wider Classic team at Porsche Cars Great Britain inspire me to complete the classic course and continue my apprenticeship so I can get to that point. I hope I will eventually be someone's inspiration to continue pursuing what they enjoy – even if it involves a lot of courage and a big jump. ”



Isabelle Cunningham  
Apprentice Technician





Tilly Mackay, Centre Support Manager

## IT'S A REAL PRIVILEGE TO BE PART OF THE PORSCHE FAMILY RIGHT IN THE HEART OF THE CITY

“ I have only ever worked in the automotive sector, enjoying roles including centre host, sales administrator and HR assistant. Moving into the next stage of my career at Porsche, I am able to use all of those skills previously learned in my current role as Centre Support Manager for the exclusive Porsche Store in Mayfair.

Being situated in Mayfair adds an element of magic that I believe is not replicated anywhere else. It is fast paced, engaging and a real privilege to be part of the Porsche family right in the heart of the city. We operate slightly differently to most dealers in the network as we are a store on Piccadilly; this not only makes us unique, but it gives us a competitive edge. Whilst selling the product and also engaging with visitors (including lots of tourists!) we are creating experiences that are special and unrepeatable.

The role of Centre Support Manager really encompasses the excitement of the motor trade and helps empower females within Porsche Retail Group, including the team I manage. The culture enables creativity between each department, at every level that is not hindered by gender. My aim is to encourage even more women into the motor trade, of all ages, to challenge, to work hard and to feel the excitement too! ”

# CLOSING THE GAP

We believe the automotive retail industry is a fantastic place to build a long and rewarding career and we were delighted to reach the final of the Franchised Dealer Group of the Year in the annual Automotive Management (AM) Awards in 2023.

Encouraging women to see automotive retailing as a career of choice, remains a key driver for us. It is why we offer flexible and agile working options, including our progressive decision to open our Centres by appointment only on Sundays. This encourages a better work life balance and differentiates PRG within the industry.

We have a greater representation of females within roles in our head office environment, and we strive replicate this across a wider range of roles in our Centres. We are making positive steps towards this, and currently have our biggest ever representation of females in the workshop and sales environments; but the journey continues.

We continue to invest in leadership development programmes to build confidence, improve networks and enhance the opportunity for career development within the organisation.

We work hard to attract, retain and reward the best individuals through our industry leading remuneration packages, and we believe it's having the right attitude and passion to do an exceptional job that really counts, regardless of gender.