

Blade Motor Group 2018 Gender Pay Gap Report

Context

From April 2017, all organisations that employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the differences in average earnings of men and women over a standard time period, regardless of their role or seniority.

Blade Motor Group operates within the motor industry retail sector. The Gender Pay Gap report is based on data as at April 2018, and at this date Blade Motor Group employed 250 staff with 190 (76%) being male and 60 (24%) being female.

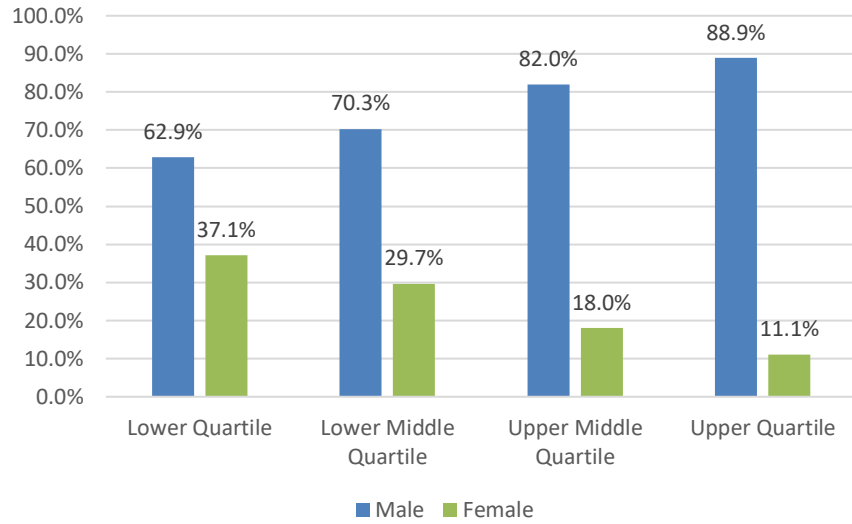
Gender Pay Reporting

Our Gender Pay Statistics are as follows:

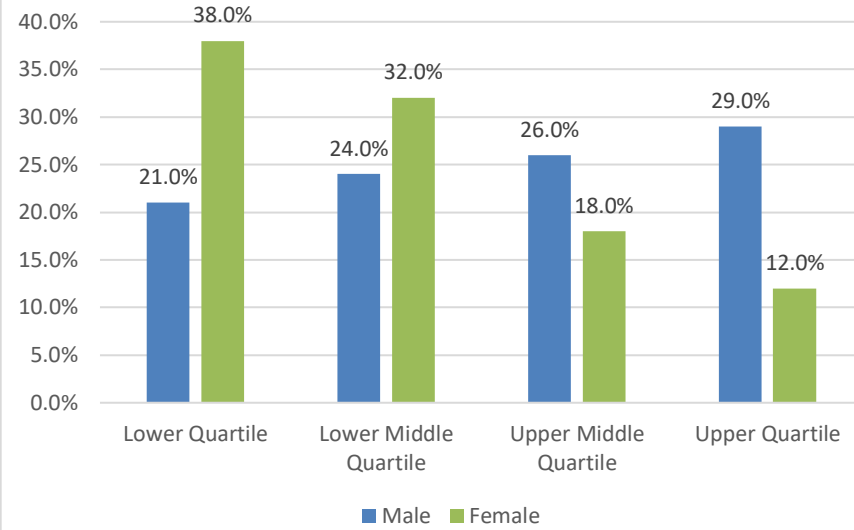
Mean Gender Pay Gap	17.9%
Median Gender Pay Gap	17.1%
Mean Bonus Pay Gap	87.5%
Median Bonus Pay Gap	89.7%
Proportion of Males receiving a bonus	79.5%
Proportion of females receiving a bonus	55%

The proportion of males / females in each quartile pay band is as follows:

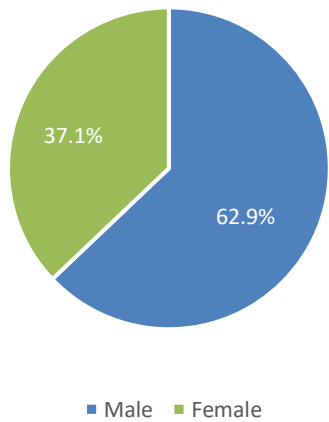
Quartile % Calculations (Per QT)



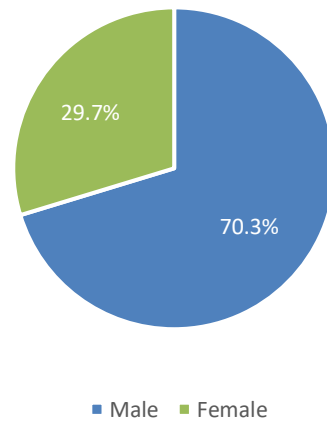
Total Group Quartile % Calculations



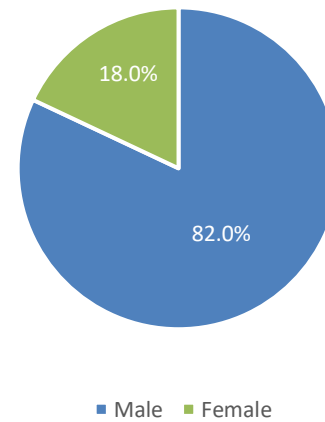
Lower Quartile



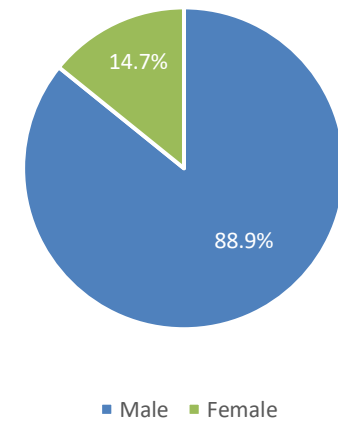
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile





Key Findings

The motor industry attracts more males than females, particularly within the workshop and body repair departments. The majority of roles held by females are administrative and clerical.

The mean bonus pay gap of 87.5% can be attributed to the fact that the roles which receive bonus payments are in the main within the sales, workshop and Bodyshop departments where the majority of the workforce are male, this would also be true for the proportion of males receiving a bonus compared to females.

Statement

I confirm that Blade Motor Group are committed to the principle of gender pay equality and has prepared its 2018 gender pay gap results in line with mandatory requirements.

Jerry Martin
Managing Director

March 2018